

**New Hampshire
Workforce Information Grant
Annual Report
PY 2013**

September 30, 2014

Accomplishments Related to Deliverables

The Economic and Labor Market Information Bureau of New Hampshire Employment Security, the designated workforce information entity for New Hampshire, supplied a wide variety of workforce information products and services to meet requirements of the Workforce Information Grant.

i) Workforce Information Database (WIDb)

The Bureau continues to maintain the Workforce Information Database (WIDb) in New Hampshire. All core tables are populated in version 2.5 of the WIDb, and data are maintained on a regular basis, as are multiple non-core tables.

WIDb Maintenance

The following data were loaded to WIDb tables, both local and Internet, between July 2013 and June 2014:

- Monthly updates of the following data tables:
 - Current Employment Statistics program data for NH Statewide and six Metropolitan NECTA/NECTA Divisions;
 - Labor force statistics for the US; NH Statewide; Counties; in-state and cross-state Metropolitan and Micropolitan NECTA/NECTA Divisions and small Labor Market Areas; and Minor Civil Divisions (cities, towns, and unincorporated places);
 - Consumer Price Index for the US; and
 - Building permits (Census Bureau) for the US and NH Statewide
- Annual average data updates of the following data tables:
 - Current Employment Statistics program data for NH Statewide and six Metropolitan NECTA/NECTA Divisions;
 - Labor force statistics for the US; NH Statewide; County; in-state and cross-state Metropolitan and Micropolitan NECTA/NECTA Divisions and small Labor Market Areas; and Minor Civil Divisions;
 - Building permits (Census Bureau) for the US, NH Statewide, and Counties
- Benchmark revisions by month:
 - Current Employment Statistics (CES), 2012 – 2013, NH Statewide and six Metropolitan NECTA/NECTA Divisions
 - Labor Force, 2009 – 2013, for NH Statewide; County; in-state and cross-state Metropolitan and Micropolitan NECTA/NECTA Divisions and small Labor Market Areas; and Minor Civil Divisions
- Industry and Occupational Projections
 - Statewide short-term industry and occupational projections, 2013 Q2 to 2015 Q2
 - Statewide short-term industry and occupational projections, 2013 Q4 to 2015 Q4
 - Long-term industry and occupational projections, and staffing patterns data, 2012 – 2022, for New Hampshire statewide

- Occupational Employment Statistics (OES) employment and wages, May 2012 panel, for New Hampshire, counties, planning regions, in-state and cross-state Metropolitan and Micropolitan NECTA/NECTA Divisions and small Labor Market Areas, and One-Stop (NH WORKS local offices) service areas
- Quarterly Census of Employment and Wages (QCEW)
 - Quarterly data for 2013 Q1 through 2013 Q4 to the NAICS industry group (4-digit) level for NH Statewide, Counties, and in-state Metropolitan and Micropolitan NECTA and small labor market areas
 - 2013 Q1 through 2013 Q4 to the NAICS industry group level for the US
 - 2013 Q1 through 2013 Q4 to the domain level (goods-producing and service-providing) for New Hampshire municipalities
- Annual Average QCEW
 - 2012 annual average data to the NAICS industry group (4-digit) level for the US, statewide, counties, in-state Metropolitan and Micropolitan NECTA and small labor market areas, and planning regions
 - 2012 annual average data to the NAICS sector (2-digit) level for municipalities
 - 2012 and 2013 annual average data to the NAICS industry group (4-digit) for the US
- Population estimates and revisions from the US Census Bureau for the US, NH statewide, and New Hampshire counties and municipalities, 2010 - 2013
- Commuting Patterns — Worker Flow data from the American Community Survey 5-Year Estimates, 2006 – 2010, for statewide and all sub-state areas
- ARC Employer Database, 2014 first edition
- Transfer Payments from the US Bureau of Economic Analysis (BEA), revised and preliminary, Statewide and US, annual 2001 – 2012; and County, annual 2001 - 2012
- Measures of personal income from the Bureau of Economic Analysis (BEA)
 - Statewide and US by quarter, revised and preliminary, 2001 Q1 – 2014 Q1
 - Statewide and US, revised and preliminary annual 2001 – 2013
 - County (revised), annual 2001 – 2012
- Measures of personal income from the American Community Survey (ACS) 1-Year Estimates, New Hampshire Statewide, 2011 and 2012
- Educational Programs in New Hampshire
 - Programs offered by New Hampshire secondary career technical schools and postsecondary institutions for the 2013 – 2014 school year
 - Secondary career technical and postsecondary program completions, 2012 - 2013
- Business Employment Dynamics (BED) data for 2012 Q4 through 2013 Q3 were added to local WIDb (programming to display this data via the NNetwork application has not been developed)

- State General Fund Tax Revenues for New Hampshire, calendar year 2012 and 2013
- Local and equalized personal property valuations and tax rates, for New Hampshire municipalities, 2012 calendar year

Occupational Licensing

An update of occupational licensing information for New Hampshire, entitled *Licensed, Certified, and Registered Occupations in New Hampshire*, was completed in April 2014. The information was compiled into a print publication, and 600 copies were distributed to public libraries, NH WORKS One-Stop offices, NH Vocational Rehabilitation offices, and the NH Legislature's House Committee Research Office, as well as the licensing boards and agencies who submitted information. The information was also posted to the ELMI web site and in New Hampshire's Workforce Information Database (WID) web application, NHnetwork. Occupation licensing WID data tables were submitted to the National Crosswalk Service Center in May 2014 for inclusion in the Career OneStop web site.

Since publication, changes have been posted on the web site, upon the request of licensing boards and agencies, to accommodate personnel changes, address changes, etc. The biennial occupational licensing update will next be undertaken during PY 2015.

During PY 2013, New Hampshire's occupational licensing publication on the ELMI web site had over 34,000 hits.

Local and Substate Data Maintenance

The Bureau recognizes the value of local workforce information. In response to requests from the workforce development community, employers, and other users of workforce information, New Hampshire continues to populate the WIDb with extensive substate information. Substate data is maintained in 17 of the 30 populated WIDb data tables. Access to this data is provided through NHnetwork, New Hampshire's on-line labor market information.

In addition to standard WIDb tables, 16 tables were added to the WIDb to support Internet access of data contained in the New Hampshire Community Profiles. Users are provided access to municipality-specific information through the NHnetwork application, as well as through standard HTML web pages and PDF documents. Updates to these data tables were completed in November 2013, to incorporate updates from the annual survey to communities, and again in February 2014, to incorporate data from the American Community Survey (ACS) 2008 - 2012 5-year estimates.

Data Provided to NH Job Match System

A subset of the WIDb data maintained for the NHnetwork application was deemed relevant to the Job Match System, New Hampshire Employment Security's on-line labor exchange and labor market information system. The bureau has provided regular data updates for the system, primarily at the US, NH statewide, and county geographic level, for those data sets considered appropriate for the application. Data submitted during PY 2013 for the system included CPI, CES, QCEW, Labor Force, Building Permits, OES Wages, and industry and occupational employment projections.

ii) Industry and Occupational Projections.

New Hampshire continues to produce and disseminate statewide industry and occupational employment projections using the methodology, software tools, and guidelines developed by the Projections Workgroup and the Projections Managing Partnership.

Primary activities for PY 2013 were the production of long-term projections by industry and occupation for New Hampshire's ten counties and nine planning regions; and statewide short-term projections. New Hampshire statewide long-term projections were developed for the 2012 to 2022 period. Statewide short-term projections were developed for the 2013 Q2 to 2015 Q2 period and the 2013 Q4 to 2015 Q4 period.

- In June 2014, the Bureau populated the Workforce Information Database with statewide long-term projections for the 2012-2022 time period to allow for further public dissemination through NHnetwork, New Hampshire's on-line labor market information system and WIDb user interface.
- The Bureau prepared two sets of short-term statewide estimates of employment by industry and occupation, based on the latest available quarter of information and forecast out eight quarters. One set covered the 2013 Q2 to 2015 Q2 time period. The Bureau both posted data tables on the web site and populated the WIDb with these data for further public dissemination of these projections in March 2014.

These estimates were delivered per Projections Managing Partnership instructions on March 11, 2014. This satisfies the ETA requirement to produce short-term industry and occupational employment estimates during PY 2013 covering the 2013-2015 time period.

The second set of short-term projections for the time period 2012 Q4 to 2014 Q4 was completed in June 2014. The Bureau posted data tables on the web site and populated the WIDb with these data for further public dissemination of these projections in July 2014.

- The Bureau published an article discussing short-term projections in the March 2014 issue of *New Hampshire Economic Conditions*. The article focused on the ratio of replacement job openings versus growth job openings; improvements in projected openings for production workers; and some of the new occupations for which projections are now available.

In the June 2014 issue of *New Hampshire Economic Conditions*, an article discussing the newly-released 2012 – 2022 industry and occupational projections was published. The article discussed employment projections for industry sectors and occupations with favorable or very favorable employment outlooks, based on the occupational descriptor. Both articles are available on the Bureau's web site.

- In June 2014, the Bureau published the *New Hampshire Job Outlook and Locator by Industry and Occupation* for base year 2012 to projected year 2022 in conjunction with statewide long-term projections. This publication lists over 650 occupations, with base year and projected year employment, ten-year growth rate, average annual openings, and occupational descriptor, identifying expected employment prospects for each occupation. Also included is a brief description of the occupation, the top six employing industries (reverse staffing patterns), the May 2013 Occupational Employment Statistics (OES) mean

hourly — or annual where appropriate — wage rates, and the Bureau of Labor Statistics education, experience, and job training requirements. The *Job Locator* was made available on the Bureau's web site in PDF format in addition to hard copy.

- During PY 2013, staff participated in on-line training offered by the Projections Managing Partnership, consisting of three webinars: one on short-term projections; one on long-term projections, with questions answered by subject-matter experts; and one on how to review occupational projections within the Projections Suite.

iii) Annual Economic Analysis and Other Reports

Publications developed or updated and published throughout PY 2013 include:

Measuring New Hampshire's Economic Health: A Workforce Perspective

The recent recession impacted the nation across every economic measure and recovery has been slow. How was New Hampshire's workforce affected? What is the employment status of the populace now? The report looks at challenges facing the workforce system in serving target audiences, including youth, the disabled, racial and ethnic groups, and the long-term unemployed. The report also examines segments of the workforce, how workers are faring in the shadow of the recession, as well as future prospects for New Hampshire workers. The report was published in August 2013.

STEM in New Hampshire

Following up on the Bureau's in-depth analysis of the supply of and demand for workers in STEM occupations, a series of bubble charts were created to illustrate occupational staffing patterns — the industry sectors employing workers in the occupations. The size and color of the bubble illustrate the concentration of employment of the occupation in the industry. Four separate charts were developed. The charts were published in January 2014.

- Top 20 STEM Occupations in New Hampshire (excludes Healthcare occupations);
- Top 20 STEM Occupations in New Hampshire — Manufacturing Focus;
- Top 20 STEM Healthcare Occupations in New Hampshire; and
- Top 20 STEM Occupations in New Hampshire — Professional, Scientific, and Technical Service Focus

Vital Signs: New Hampshire Social and Economic Indicators

The Economic and Labor Market Information Bureau continued to update social and economic indicators in *Vital Signs*. *Vital Signs* presents information about significant aspects of the state's economic, social, and environmental structure. The publication is published as a series of on-line data tables. Data for this publication is obtained from numerous sources, ranging from federal agencies and other state agencies to private industry groups and institutes. Data covering a five-year time span is collected and presented in 18 topical chapters.

Accompanying the data tables are *Vital Signs Readings*, brief discussions and analyses on topics relevant to the data tables. Published on the Bureau's web site during PY 2013 were the following articles:

- *Bugged Again ... Invasive Emerald Ash Borer Discovered in New Hampshire* (Environment) — July 2013
- *New Hampshire Interstate 93 Expansion* (Transportation and Traffic) — August 2013
- *An Overview of LEED* (Construction and Housing) — October 2013
- *Crime Offenses* (Crime and Crashes) — December 2013
- *Social Security — How Does It All Work?* (Social Assistance) — February 2014
- *Advanced Manufacturing Machines* (Production) — February 2014
- *Student Debt* (Finance and Banking) — March 2014

Labor Market Area Commuting Pattern Summaries, ACS 2006–2010 5-Year Estimates

Summaries of commuting patterns were developed for 27 labor market areas within the state based on data from the American Community Survey (ACS) 5-year estimates for 2006 – 2010. The summaries include information about persons who both live and work in the area, residents who leave each area for work, and workers who commute into each area. These summaries replace data from the 2000 Census, and are available on the Bureau's web site.

New Hampshire Economic Data Dashboard

The New Hampshire Economic Data Dashboard presents a two-page data summary, including labor force and unemployment rates, current employment statistics, CPI measures, building permits, initial and continued claims for unemployment insurance, duration of unemployment, and employment by industry from the Quarterly Census of Employment and Wages. The dashboard is in a spreadsheet format and allows users to select a variety of geographic areas in each data section. Updated monthly, the NH Economic Data Dashboard is available on the Bureau's web site.

Local Employment Dynamics (LED) and OnTheMap

The Bureau continued its relationship with the US Census Bureau in support of the Local Employment Dynamics (LED) program, submitting data to Census on a quarterly basis. This information is used extensively in informational packets prepared for the New Hampshire Division of Economic Development, for purposes of business recruitment.

Econometric Model (REMI)

The Bureau continued to develop workforce and economic information through use of our New Hampshire econometric model. This model is used to analyze the short- and long-term impacts of economic changes, plant closings, proposed economic development, and other exogenous events. These economic impact studies provide information about the impacts of significant economic changes, and the anticipated impact on occupational demand and workforce development requirements. The Bureau identifies types of workers who would likely be affected by negative economic changes, and predicts the types of workers needed in response to business openings and specific economic development.

- The Bureau renewed a support and maintenance contract with the developer of the New Hampshire econometric model, Regional Economic Models, Inc. (REMI). An updated version of the model was installed in July 2013 and another updated version was received in late June 2014.
- **July 2013 – June 2014** — The Bureau worked with New Hampshire's nine Regional Planning Commissions, using the REMI Policy Insight +® model to develop scenarios for each of the regions. The New Hampshire Regional Planning Commissions received a three-year Sustainable Regional Planning Grant from the U.S. Department of HUD in February 2012. The Bureau performed REMI modeling simulation as a sub-grantee under this grant. The Memorandum of Understanding between the Regional Planning Commissions and the Bureau was signed in September 2013. The Bureau delivered draft reports analyzing the results of multiple scenarios selected by the individual planning commissions.

iv) Customer Consultations

- Throughout the year, the Bureau responded to multiple requests from the Office of Workforce Opportunity, New Hampshire's state workforce investment board, including:
 - Data on long-term unemployment to be used in a grant application
 - Information on interpretation of location quotients and New Hampshire's ranking in manufacturing employment
 - Information on characteristics of the insured unemployed and duration of unemployment
 - Provided information about the number of New Hampshire residents filing for EUC benefits in Massachusetts in CY 2013, sorted by occupational group
 - Information on small business in New Hampshire
 - Provided copies of a Labor Market Information training presentation to share with workforce investment board staff and other partners
 - In September 2013, the Bureau prepared a New Hampshire manufacturing industry fact sheet at the request of the Office of Workforce Opportunity for use during Manufacturing Week activities.

- Throughout the year, the Bureau responded to requests from National, State, and Local government representatives including staff for the Governor's Office, New Hampshire's U.S. Senators and Representatives, State Senators and Representatives, and many municipal officials. The most frequently requested information was regarding labor force statistics and covered employment statistics.

- In August 2013, Bureau staff participated in the second Region I Business Engagement Roundtable, sponsored by ETA. Staff also participated in follow-up quarterly conference calls.

- In August 2013, the Governor's office convened a meeting of State stakeholders to discuss workforce development and how to better connect unemployed workers with jobs that are and will be available. The group included representatives from the economic development, education, employment service, and workforce training communities. Bureau staff presented information on trends in population, employment and unemployment, alternative measures of labor underutilization, age distribution of workers by industry, new hires and labor turnover data, and occupational projections.

- In November 2013, the Bureau prepared a fact sheet on the characteristics of veterans in New Hampshire for use by veteran assistance staff in the Employment Service Bureau.

- In June 2014, Bureau staff participated in a Profiling Model conference call with U.S. Department of Labor staff.

v. **Activities undertaken to meet customer needs**

During PY 2013, staff responded to over 240 information requests from the public, the media, other state and federal agencies, local government representatives, and state and federal legislators.

Support of economic development and retention

The Bureau continued its support of economic development and retention efforts by the Department of Resources and Economic Development, Division of Economic Development as well as regional and local economic development organizations throughout the program year.

- In November 2013, the Bureau updated composite profiles of New Hampshire's ten counties similar to the content of the New Hampshire Community Profiles. The county profiles were provided to the NH Division of Economic Development for use in business recruitment and job creation initiatives.
- Throughout the year, the Bureau responded to over 20 requests from the New Hampshire Division of Economic Development with information ranging from simple statistics to complex projects, including presentations, maps, data tables, and substantial industry and area analyses. The information was used for business recruitment and retention efforts.

Support of the education community and other activities

Data and research assistance was also provided to a variety of other state partners in support of grant applications, strategic planning, and career development activities.

- **Distribution of career products.** Throughout the year, career products were distributed primarily via downloads from the Bureau's web site. During PY 2013, the Bureau has continued to work on updating career information posted on the web site. The following items were re-designed and/or updated. Altogether, the career resources section of the Bureau's web site garnered approximately 34,000 page views and downloads during PY 2103.
 - ***New Hampshire Job Notes.*** This career tabloid is no longer being printed, yet many of the articles are still relevant, and the Bureau has continued to craft HTML pages for the web site that include previously published information. Articles on using interests to identify occupational choices, postsecondary education options, applying for college, military careers, apprenticeship, lifelong learning, and planning for life after school and job hunting tips, resume and cover letter writing, and interviewing will be posted.
 - **Top Career Prospects.** The top career prospects are considered the 20 occupations with a very favorable employment outlook and the largest number of projected total annual openings from the 2010 – 2020 occupational projections for New Hampshire. For each occupation, a web page and accompanying PDF file provides information on the occupation's description, sample job titles, job responsibilities, the New Hampshire job outlook, top industries for the occupation, education and training, the Holland interest areas, the career cluster, and the work environment.

Distribution of Information

All grant-produced products, reports, and other workforce information are posted on the New Hampshire Employment Security, Economic and Labor Market Information Bureau web site. This facilitates product and information use by the workforce investment system, including partners, researchers, allied agencies, and other customers.

During PY 2013 the New Hampshire Employment Security Economic and Labor Market Information Bureau's web site garnered approximately 583,000 page views and downloads. The information most in demand on the web site is highlighted below.

- The most popular product by far on the Bureau's web site is *New Hampshire Community Profiles*, a summary of demographic, social, and economic information for each of New Hampshire's 234 municipalities. The profiles are updated through an annual mail survey, and supplemented with data from administrative databases, other state agencies, and public data sources. A second update is conducted to incorporate the annual release of American Community Survey (ACS) 5-Year estimates from the U.S. Census Bureau. The profiles are published in HTML pages and PDF files on the web site. In addition, similar profiles for New Hampshire's ten counties are also published as PDF files, and are updated annually using American Community Survey (ACS) 5-Year estimates.

There were approximately 241,600 page views and downloads of community and county profiles during PY 2013.

- The second most accessed product on the Bureau's web site was the Bureau's monthly bulletin, *New Hampshire Economic Conditions*. This newsletter includes a timely article along with monthly statistics including labor force, current employment statistics, unemployment insurance claims, and the Consumer Price Index.

There were approximately 35,700 page views and downloads of *Economic Conditions* during PY 2013.

- The third most accessed product was *Licensed, Certified, and Registered Occupations in New Hampshire*. Licensing information is made available on the web site as a PDF document and in HTML pages, as well as submitted to Career OneStop following the biennial update.

There were approximately 34,000 page views and downloads of this information during PY 2013.

- Other frequently accessed publications and web pages were:
 - New Hampshire Industry and Occupational Projections, including the long-term statewide, county, and planning region projections; the short-term statewide projections; and the Job Outlook and Locator; and
 - Career resources, including *New Hampshire Job Notes* and Top Career Prospects.

Other activities. Other presentations, meetings, and activities related to meeting customer needs.

- Staff presented quarterly updates on labor market information and economic trends to the New Hampshire Employment Security Unemployment Compensation Advisory Council
- Staff participated in the Local Employment Dynamics (LED) Steering Committee and participated in monthly conference calls and was actively involved on the annual LED Workshop Planning Committee.
- Throughout the year, Bureau staff have participated in webinar training sessions offered by the U.S. Census Bureau, the Council for Community and Economic Research (C2ER) and the LMI Training Institute, the Association of Public Data Users (APDU), the Bureau of Labor Statistics, Jobs for the Future, Regional Economic Models, Inc. (REMI), and the Projections Managing Partnership.
- July 2013 — Training on available LMI resources and how to use them for six NH Employment Security Program Specialist II staff. These six staff persons will act as assistants and backup for NH WORKS Local Office Managers.
- July 2013 — Training on use of the Local Employment Dynamics (LED) Program Quarterly Workforce Indicators (QWI) for Department of Resources and Economic Development State Industrial Representatives and Business Service Specialists.
- August 2013 — Presentation on labor market and economic information to the Salem Professional Networking Group, a group of long-term unemployed professionals.
- August 2013 — Introduced labor market information concepts and available data to Occupational Health Surveillance Program staff of the NH Department of Health and Human Services.
- August 2013 — Training on labor market information and how to access it for staff of Northern Human Services, an organization that provides professional support and services to people affected by mental illness, developmental disabilities, substance abuse, acquired brain injury or related disorders in Grafton, Coös, and Carroll Counties.
- September 2013 — Presentation to representatives from the nine Regional Planning Commissions on selecting scenarios for the REMI model analysis to be undertaken for the Granite State Future grant.
- September 2013 — Interview with Fred Kocher of WMUR-TV on his weekly New Hampshire Business segment.
- October 2013 — Presentation to the Environmental Science Colloquium at Plymouth State University, discussing the Bureau's April 2013 *STEM in New Hampshire* labor supply and demand analysis.
- October 2013 — Training on available LMI resources and how to use them for NH Employment Security Employer Services Representatives.

- November 2013 — In conjunction with the Council for Community and Economic Research (C2ER) and the LMI Training Institute, Bureau staff conducted a webinar for the C2ER monthly webinar series. The presenter discussed information in *The Upper Valley — OnTheMap*, a November 2012 Bureau publication examining the Upper Valley region of New Hampshire using data from the U.S. Census Bureau's OnTheMap application.
- January 2014 — *Labor Market Analysis of the Lakes Region* presentation to the Lakes Region Planning Commission Advisory Board.
- January 2014 — *Economic Profile of the Aging Population in the Nashua Region* presentation to the Advisory Council for the Nashua Planning Region.
- March 2014 — Presentation on labor market and economic information to the Nashua Professional Networking Group, a group of long-term unemployed professionals.
- March 2014 — Training on labor market information and how to access it for NH Department of Health and Human Services job developers.
- May 2014 — Training on labor market information and how to access it for private vocational rehabilitation staff, who work with individual receiving workers' compensation for six months or more, through the NH Department of Labor.

vi. New Tools and Resources

***ELMI E-Lerts* Customer E-mail Subscription Service**

In December 2013, the Bureau launched an e-mail subscription service called *ELMI E-Lerts* to notify customers about the availability of information posted on the Bureau's web site. Customers maintain their own e-mail address, and may subscribe or unsubscribe at any time. Upon signing up, customers are given the option of receiving an alert in up to four information categories:

- *Monthly employment data*, including statewide and sub-state unemployment rates;
- *Economic and labor force statistics*, including Current Employment Statistics, Covered Employment and Wages, Occupational Wage Data, Industry and Occupational Projections;
- *Publications and reports*, including Economic Conditions in New Hampshire, New Hampshire Community Profiles, Vital Signs: Economic and Social Indicators, Economic Analysis Reports, and Licensed Occupations in New Hampshire; and
- *Career Resources*, including the Career Planning Guide, Top Career Prospects, and Career Posters

Since the launch of the service, 44 e-lersts have been issued, and as of the end of June 2014, there were just over 700 active subscribers to the service.

In the six months after launching the service (January to June 2014), web activity — a count of web site file downloads plus page views — increased by over 50 percent when compared to the six month period prior to initiating the service (July to December 2013).

vii. Efforts to create and support partnerships and collaborations

Advanced Manufacturing Partnerships in Education (AMPED). In September 2013, the Bureau was invited by the Advanced Manufacturing Partnerships in Education (AMPED) initiative at Great Bay Community College to participate in a committee tasked with developing career ladders and lattices as part of the TAACCCT grant. Throughout PY 2013, staff gathered a substantial amount of information on occupations, projections, wages, and skills for this project, and participated in several meetings to assist in formulating ideas and provide feedback.

New Hampshire Charitable Foundation STEM Initiative

The Foundation is the largest provider of publicly available scholarships in the state. In 2012, amid changing workforce needs and rising student debt, the Foundation brought together business and education leaders to ask 'how can we increase the impact of our scholarships, and better prepare our students and our state for the work force of tomorrow?'

The consensus was clear — increase support for science, technology, engineering and math; and support alternative pathways to the workforce, including certificates and two-year degrees. The Foundation launched its Smarter Pathways initiative, and made a commitment to increase STEM scholarships to \$500,000 per year for the next three years.

Leaders in business and education pointed to the need to inventory and align these efforts around the state, and build a common understanding of the assets and gaps in the STEM talent pipeline. The Foundation engaged a national consultant on education policy and practice to do a comprehensive analysis and make recommendations to strengthen New Hampshire's STEM talent pipeline. The result is Smarter Pathways: Strengthening New Hampshire STEM Pipeline which includes seven recommendations for action, all of which have been endorsed by an advisory committee of top New Hampshire business and education leaders. As part of this report, a comprehensive database of STEM programs across the state, more than 700 in all, was created.¹

The Bureau participated in meetings with business and education leaders to discuss information needs, labor force expectations, and connections between education and employment. The Bureau provided the Foundation's consultant, Education First, with information on STEM occupations and postsecondary programs that prepare completers for STEM jobs, including the *STEM in New Hampshire: A Labor Supply-Demand Analysis* and related bubble charts illustrating STEM occupational staffing patterns. The Bureau also presented information on the use "real-time" labor market data via analysis of on-line job postings, including several analyses of this data by occupational group.

¹ New Hampshire Charitable Foundation, <<http://www.nhcf.org/04-news--events/news-items/new-hampshire-tomorrow?>>

Employment Match Memorandum of Understanding (MOU) with the Community College System of New Hampshire (CCSNH)

The Bureau conducted the annual employment match for Perkins Act CCSNH career and technical program completers from the 2012-2013 academic year with wage records from calendar year 2013, third quarter. This match only identifies if an individual had wage records, and does not provide any wage or employer information. Approximately 72 percent of program completers had wages in third quarter 2013. This is a slight improvement over last year's match. The match provides CCSNH with performance information required by the Section 203 of the Carl D. Perkins Career and Technical Improvement Act of 2006 (Perkins IV).

Business One-Stop Initiative

Business One-Stop is a web application designed to be a single location for business-related information, making it easier for businesses to interact with all of government and to streamline business transactions. ELMI staff coordinated NHES' involvement in Business One-Stop, and has continued to assist in application design review and testing.

viii. Activities to leverage LMI-WI funding**US Housing and Urban Development (HUD) Sustainable Communities Grant**

New Hampshire's nine regional planning commissions are in the third year of this three-year grant, which has the goal of assessing issues related to transportation and land use, economic development and resource management, housing, public health, energy, and cultural, historic, and natural resources. By the end of the grant, a growth and development plan specific to each of the nine regions will be prepared. Bureau staff personnel are active members of the Community and Economic Vitality Technical Advisory Subcommittee.

The Bureau will support this effort, under contract, by evaluating economic scenarios based on proposed decisions by each planning region to aid planners in assessing the value of various alternatives. Throughout the year, ELMI consulted with each Regional Planning Commission to select one or more scenarios for analysis utilizing New Hampshire's ten-county REMI Policy Insight +[®] econometric model. To date, the Planning Commissions have been provided draft analyses for each of their selected scenarios.

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

Real-time labor market information, based on electronically posted job openings, is a database of jobs in demand, providing the ability to generate reports that track job postings by occupation, education, experience requirements, and skills, quantifying market demand for specific qualifications as well as changing requirements for targeted occupations.

Real-time data is a valuable tool in the labor market information toolbox, and already strongly desired by workforce boards, educational institutions, vocational rehabilitation and other workforce intermediaries, who have a goal of placing clients into jobs.

Recommendation: Encourage ETA to financially support real-time labor market information and integrate real-time data into reports and analysis.