

Tennessee Department of Labor and Workforce Development
Annual Performance Report to the Employment and Training Administration

July 1, 2013 –June 30, 2014

August 2014

ITEMS A and B: Accomplishments of the 5 program deliverables and any economic analyses and special reports produced.

Deliverable 1. Populate WID with state and local data

Data files populated and updated in Program Year 2013-14 including core tables

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

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

Core Data Tables: **CES** is now updated to June 2014. **EMPDB** is updated every six months by GeoSol, which now hosts jobs4tn.gov. **INDUSTRY** is updated through the fourth quarter 2013, and documentation is available for that process. **INDPRJ and OCCPRJ** will be updated shortly since the long term projections 2012 to 2022 were completed by June 30 and have been posted to the Projections Central website. **LAUS (LABORFORCE)** is current to June 2014. **OESWAGE** has been updated. The

LICENSE and **LICAUTH** files, as well as **LICHIST**, will be assigned and updated in 2014.

Non-Core Tables: The process for updating **BLDING** permits has been documented, and they are available through June 2014. An update of the **ANALYSIS** [supply and demand] file is nearly done, but the process to create it is quite lengthy and has involved Foxpro programs. To speed up the process, the programs have been rewritten in Access. **STINDPRJ** and **STOCCPRJ** have been updated with 2013-2015 data. **PROGCOMP**, the file containing program completer data, was updated on the OTTER (Occupational Trends in Tennessee Employment Report) Excel system on January 29, 2014. The data on supply (program completers) and demand (annual average openings) was made available to LMI customers through distributing the OTTER Excel system directly, or through reports via fax or emailed .pdf files.

Other files are updated as data become available. See Attachment A “Data Tables Populated by Tennessee” for a complete list and definitions.

Deliverable 2. Produce and disseminate industry and occupational employment projections.

Both short-term and long-term occupational and industry employment projections were updated in 2013-2014.

1. Production of statewide, short-term industry and occupational projections covering 2013 Q1 to 2015 Q1 was completed in February, 2014. They are posted on our jobs4tn.gov website.
2. Statewide long term projections 2012 to 2022 were completed in June, 2014. They have been posted to Projections Central. The updated Projections Suite software has been installed.

Deliverable 3. Conduct and publish relevant economic analyses, special workforce information, and/or economic studies of benefit to the governor and state and local Workforce Information Boards (WIBs).

1. In January, the Labor Market Information Section obtained updated information from the Tennessee Department of Economic and Community

- Development on their targeted industries for economic development in the state. Using Tennessee's industry- occupation matrix and supply and demand information from the OTTER system, we identified demand programs of study and occupations associated with the targeted industries for the state and the LWIAs. This information was included in the economic analysis section of the TDLWD Integrated State Plan (2012 to 2017, Modified February 2014) and was used by the local workforce boards in developing their local plans. The Plan is published on the Internet.
2. To aid the West Tennessee STEM Consortium, consisting of all counties in LWIA 12, 13, and 14, LMI prepared a special analysis. BLS identified, for all the 2010 SOC occupations, whether each occupation was STEM or STEM-related. LMI used the long term projections to 2020, identified the STEM occupations in demand in those areas, provided them that information, and also calculated the percentage STEM and STEM-related occupations were of total employment in those LWIAs.
 3. In 2013, Senate Bill 0618/House Bill 0566 was passed by the Tennessee General Assembly. This requires an annual report to be prepared by each January 15 assessing workforce educational needs and credential production. The report is to be prepared by the Tennessee Higher Education Commission, in consultation with the Tennessee Department of Labor and Workforce Development. In fulfillment of that requirement, the report "Academic Supply and Occupational Demand in Tennessee: Workforce Needs and Degree Production" (http://www.tn.gov/thec/Legislative/Reports/2014/Master_Report_FINAL.pdf) was published on January 15, 2014, which included "Table 4: Programs of Study with the Largest Growth in Employment Opportunities across Tennessee. "
 4. Copies of the "Hot Careers" publications, which are updated and available in published form as well as online at <http://www.state.tn.us/labor-wfd/outlooks/statewide.pdf>, were created and distributed to career centers across the state and to attendees at jobs fairs. These statewide job analyses (listed as "Hot Jobs to 2020") were renamed "Hot Careers", with a completely updated look. The jobs listed are predicted to be in demand for the next seven years. Readily understood tables identify numbers of jobs expected, salaries and required education as well as skills and abilities typically required by employers.

Deliverable 4. Post products, information, and reports on the Internet.

Tennessee's Labor Market Information site at www.Jobs4TN.gov is designed to serve as the official online access point for job seekers to submit resumes and for

employers to list job openings. The site now provides an immediate added benefit to both job seekers and employers: it provides a virtually seamless integration of real time labor market information in the job posting and resume-writing functions.

1. Extensive work is underway for changes to Version 12.1 of Tennessee's major workforce information product on the Jobs4TN.gov website as we upgrade to Version 14.1. This new version 14.1 will allow extensive use of customized dashboards for better access to Tennessee LMI.
2. The Monthly Labor Report", a monthly newsletter with a lead article on economic issues of importance to readers can be accessed at: <http://www.state.tn.us/labor-wfd/lmr/>. The current employment and unemployment statistics for the state and for Metropolitan Statistical Areas (MSAs) are analyzed in this report. The newsletter includes tables and graphs of labor force information for the state, MSAs, and Micropolitan Areas. Also in the reports are data tables of estimated non-agricultural employment by industry, the hours and earnings of manufacturing production workers, and the consumer price index.
3. The current version of Jobs4tn.gov includes more than 100,000 job listings for current job openings in Tennessee. The Internet site has new features that highlight the use of real time labor market information. For example, in the supply and demand section, for a particular occupation, individuals can find out how many jobs are currently listed for that occupation in their area, how many candidates there are in the local area for that occupation, the total number of job seekers compared to the number of job listings, etc.

Attachment D lists products and internet sites for accessing them.

Deliverable 5. Consult on a continuing basis with workforce investment boards and other key workforce and economic development partners and stakeholders.

As mentioned in Deliverable 3, the Labor Market Information (LMI) section provided extensive economic analysis for the State Integrated Plan Modification which was completed in February, 2014. The workforce board director was pleased with the integration of the ECD industry target and occupational demand information and felt it could be a model for other states' analysis. The LMI section also subsequently reviewed the local plans and provided comments for the local workforce boards.

Consulting opportunities with key workforce investment partners have been listed in prior quarterly reports. Requests requiring consultation are logged weekly and submitted to the department. Of the consultations logged during the 2013-2014 program

year, the following table shows the categories of requestors and the percentage that our workforce partners were of the total:

Consultants and nonprofits	17.9
State ECD and community development districts	6.0
Employers	4.8
Federal government	3.6
Other state/local govt., including local education	17.9
Higher education, including institutes, projects, grants, etc.	23.8
Individuals	2.4
Internal (TDLWD)	13.1
Media	4.8
Workforce boards	6.0

A sampling of consultations from April-June 2014 follows:

Hawkins County Industrial Board	Requested data including occupational wages, labor force, job growth, unemployment rates, union participation, and median age of population.
First TN Human Resource Agency	Provided labor market data for a grant proposal
TDLWD (Job Service)	List of employers in eight individual counties
TDLWD (Job Service)	Information on high school dropout rates, poverty rate, and median income
Upper Cumberland Development District	Labor force, employment, and unemployment for 2010-2013
Northeast State Community College	Commuting pattern data and unemployment rates
Cleveland/Bradley Business Incubator	Occupations in High Demand
Kingsport Boys and Girls Club	Poverty Data
Johnson City Schools	Information on worker hours and earnings
TDLWD (Adult Education)	Youth labor force data
TDLWD	Jobs4TN.gov occupational reports
Individual Job Seeker	Saw the Hot Jobs career newsletter- called about job openings

TDLWD	Contact data for employers in Sevier, Cocke, and Jefferson counties
MedicalBillingandCodingOnline.com	Placing a link on jobs4TN.gov
CNA	Revised version of OTTER
TDLWD	Number of job listings by LWIA
Pew Charitable Trusts	Updated information on green jobs
TDLWD	Roane and Scott counties' workforce information for business recruitment
Tennessee Consortium on Research, Evaluation, and Development	STEM Education Survey
Alabama Dept. of Labor	Use of EDS system
Heldrich Center	Updated information for the TN worker profiling model and current re-employment services programs
USA Today	Skill gap information in Nashville MSA

Consultations

The OTTER database described above is the result of the ongoing relationship developed over years of consultations with the state Department of Education, and has been provided to workforce boards, grant writers, higher education staff, and other consultants.

Ongoing customer service: Labor Market Information Field Staff across the state provide ongoing customer service. These five staff members respond to information requests on various issues related to the state's economy.

ITEM D. Description of efforts to create and support partnerships and collaborations:

1. State activities to leverage LMI-WIA funding The governor's office provides funding for a job orders database that is included in the Jobs4tn.gov web site.
2. New and established partnerships, activities, and linkages

LMI has been participating in an effort relating to Tennessee Higher Education Outcomes (THEO). Part of this project is the development of a web site for the governor's Drive to 55 effort (to increase the number of adults in the state with some higher education credential to 55%) by 2025. The Drive to 55 website has a significant amount of data relating to student outcomes in higher education in the state. It also has several screens with labor market opportunity data-supply/demand information, total openings, average wages, etc. for all the programs of study in the state by LWIA, and within each program of study, lists of all the occupations included, their median wages, average openings, and growth rates, etc. Students and parents should be able to identify high demand, high skill, and high wage educational opportunities from these reports.

LMI has submitted our requested files, and a soft launch is underway. THEC is readying a request for WRIS2 from all the states so it can track student success in employment.

Martha Wettemann presented a session on "The Demand for STEM Occupations in Tennessee" at the Tennessee School Counselors Conference in February.

She also did a presentation at the Cookeville Chamber of Commerce office for the regional WEOC on employer tips for posting jobs and looking for candidates on Jobs4tn.gov.

Mattie S. Miller, LMI Director, did a presentation on Labor Market Information and Jobs4tn.gov at the Lewis County Chamber Economic Development Office in Hohenwald for the regional WEOC.

Ms. Miller also did a similar presentation in Fayetteville for the Industrial Development Board located on the Technology Center campus for Lincoln County.

3. Collaboration with the University of Tennessee on the P-20 Project
 - a. The P-20 project is the building of a comprehensive data warehouse for educational and workforce longitudinal study being carried out as a collaborative project between the University of Tennessee and other higher education participants, and the Tennessee Departments of Education and Labor and Workforce Development.

- b. The Tennessee Department of Labor and Workforce Development received a grant for our ongoing provision of data to this project. Confidentiality and other agreements have been signed and will continue to be reviewed as the project moves along.
- c. Data files listed submitted regularly to the University of Tennessee P-20 Project as they are updated are listed in Attachment C.

ITEM E. Description of new tools or resources developed during the quarter

The Drive to 55 website as part of THEO has been developed. Work has begun on a new version of OTTER to make it easier to use. Jobs4tn.gov Version 14 is being developed.

ITEM F. Recommendations for changes and improvements to the required LMI-WIA grants to states' deliverables.

None.

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ATTACHMENTS

To

Tennessee's Annual Performance Report PY 2014

- A. Data Tables Populated by Tennessee
- B. Ongoing Data Sharing and Reporting
- C. Collaboration: The University of Tennessee P-20 Project
- D. Accessible Labor Market Information Products Available Online and in pdf Format
- E. Tennessee Occupational Wage Tables Available Online

Attachment A

Data Tables Populated by Tennessee

analysis	This table contains one record for each cluster or unit of analysis. The purpose of the table is to allow the ALMIS Database Administrator to enter text that analyzes the Supply/Demand situation for a state or area, and to display relevant information about placement rates for programs.
blding	Table of building permits awarded per area and time period.
cenlabor	One record for each Census occupation with the count of females or males in the labor force in the occupation.
ces	Employment estimates as reported by the Current Employment Survey.
commute	Commuting patterns. Each record of this table contains a geographic area of a worker's residence ('stfips', 'areatype', 'area') and the geographic area of a worker's place of work ('wkstfips', 'wkareaty', 'wkarea') and the number of workers that fall into this commuting pattern.
empdb	This table contains employer data obtained through the Employer Database Consortium. The use of the data in this format is subject to the state's terms and agreements reached in the contract signed with the ALMIS Employer Database supplier.
esapplic	Employment Service applicant characteristics.
esdata	Employment Service data.
income	This table contains income data.
indprj	This table contains employment projections for each of the identified industries and areas.
industry	This table contains covered employment by industry collected for the QCEW report. (This table includes historical data so that reports reflecting change can be produced.)
iomatrix	This table contains the industry-occupation employment matrix.
labforce	Employment and unemployment estimates are reported from Local Area Unemployment Statistics.
licauth	Table of licensing authorities for the state.
license	This table contains one record for each individual license authorized by the state.

lichist	Table containing the number of licenses awarded for a selected occupation.
occpvj	This table contains occupational employment projections for each of the defined areas.
oeswage	This table contains one record for each OES occupation.
populatn	This table contains population estimates for a geographic area and time period.
progcomp	This table contains information about program completers.
programs	This table contains information about programs that are offered by education and training providers.
propval	Property Values. This table contains property value data for an entire geographic area for a specified time period and tax type.
sales	Revenue from retail sales.
schools	This table contains one record for every training provider in the state. Each training provider will be identified by a code. The training provider will be coded by type - field 'insttype'.
stindprj	This table contains short term employment projections for each of the identified industries and areas.
stoccpvj	This table contains short term occupational employment projections for each of the defined areas.
supply	Completer data for all occupational training providers in the state.
tax	Revenues from taxes
uiclaims	This table contains the numbers of Unemployment Insurance Claims for the selected area.

Attachment B

Ongoing Data Sharing and Reporting:

	Report Name	Report number	Frequency	Content	Primary Requestor/Recipient
1	(unnamed)	Bp 031	weekly	Number of individuals laid off by Industry code, county, WIA, and employer	Electronically to each Workforce Investment Board
2	Weekly Report of Covered Employment	ES 210	weekly	Comparison: prior week; same week 2 prior years. Top industries, claims in those industries, top 5 counties, their claim numbers those industries that week	Center for Business and Economic Research, University of TN Knoxville
3	"Characteristics of the Insured Unemployed"	ETA 203	monthly	Demographic data, Industry, Occupation Category	Recipients at Centers for Business and Economic Research at University of Tennessee units at both Knoxville and Memphis
4	Claims and Payment Activities	ETA 5159	monthly	Categories of initial and continued claims and payments; Weeks and amounts compensated	UT Knoxville Center for Business and Economic Research

5	TENNESSEE ECONOMIC ANALYSIS Briefing Packet	not numbered	monthly	Typical Contents: Narrative summaries; tables, graphs displaying: employment, unemployment; business survey; production workers' hours/earnings, more.	UT Knoxville Center for Business and Economic Research
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See also Attachment C, "Collaboration: University of Tennessee P 20 Project"

Attachment C

Collaboration: The University of Tennessee P-20 Project

Updated data files listed below are submitted regularly to the University of Tennessee P-20 Project.

P-20 is a data warehouse for educational and workforce longitudinal study being carried out as a collaborative project between the University of Tennessee and other higher education participants, and the Tennessee Departments of Education and Labor and Workforce Development. The Tennessee Department of Labor and Workforce Development received a grant for this ongoing data provision. Confidentiality and other agreements have been signed and will continue to be reviewed as the project moves along.

The files submitted regularly to the University of Tennessee P-20 Project this PY are listed below.

Files Updated and Submitted Regularly

Oct 2012 quarter

Added CES

Jan – Mar 2013 quarter

Added: INDTYPE

From July 2012 forward

INDPRJ

INDUSTRY

LABFORCE

LICAUTH

LICHIST

OCCPRJ

OESWAGE

POPULATN

STINDPRJ

STOCCPRJ

AREATYPE

BENCHMARK

CIPCODE

CLSXPJ

CLSXSUPL

CLUSCODE

COMPLTYP
GEOG
INDDIR
INDTYPES
INSTOWN
INSTTYPE
LENTYPE
LICENSE
LICNUMTY
LICXOCC
MATXNAIC
MATXSOC
NAICCODE
NAICSECT
NAICSLVL
OCCCODES
OCCDIR
OCCTYPES
OOHTRNTM
OWNERSHP
PERIOD
PERIODID
PERIODTY
POPSOURC
PROGCOMP
PROGRAMS
RATETYPE
SALES
SALESTYP
SCHOOLS
SICCODE
SOCCODE
SUBGEOG
SUPPLY
WGSOURCE
UNITTYPE
GROWCODE
SICDIV
BLDING

Attachment D

Accessible Labor Market Information Products

Some of Tennessee's labor market information products are accessible on the Department of Labor's web site; others are documents that are available in pdf format.

1. Resource Guide to TN Labor Market Online Information 2013 edition, a one-piece color flyer depicting key LMI products, is available at:
<https://www.jobs4tn.gov/admin/gsipub/htmlarea/Uploads/ResourceGuide.pdf>
2. <http://www.tn.gov/labor-wfd/outlooks/statewide.pdf> Tennessee's "Hot Careers to 2020" publication "highlights Tennessee's high demand occupations featuring educational requirements, average annual wages, average annual job openings, and job outlook for these occupations in ten year increments." Average annual openings were updated to the 2012 – 2020 projections and median salary to the 2012 data. High demand is defined as 100 or more openings expected statewide annually. Additionally, key O*Net skills required are indicated for each occupation
3. "The Monthly Labor Report". An example is the June 2013 report:
<http://www.tn.gov/labor-wfd/lmr/pdf/2013/LMRJune2013.pdf>
4. <http://www.tn.gov/labor-wfd/wages/intro.htm>. Wage tables by occupations and industries are available in pdf format for the state as a whole and for sub-state areas. Data tables in pdf format can be viewed and printed (by copying into a WORD document file, for example) but are not downloadable. See Attachment E for additional information and a sample report.
5. Access the Internet and at the prompt type: Jobs4tn.gov This takes you directly to the gateway to Tennessee state government's most comprehensive access to labor market information. Scroll down to the 5 lists and explore options under the list titled LABOR MARKET INFORMATION. The option at the bottom of that list, LMI Home, provides numerous labor market information products, including publications and data updates.

Attachment E

Tennessee Occupational Wage Tables Available Online at
<http://www.tn.gov/labor-wfd/wages/intro.htm>

Occupational wages updated for 2013 are available in wage reports in pdf format. Reports can be viewed and printed but not downloaded.

Wage reports are available for

1. The state of Tennessee as a whole
2. all Tennessee Metropolitan Statistical Areas (MSA's)
3. and all counties outside the MSA's in four Balance of State areas:
 - a. West Tennessee Balance of State
 - b. East Tennessee Balance of State
 - c. South Central Tennessee Balance of State
 - d. North Central Tennessee Balance of State