

PROGRAM YEAR 2009

Issued October 2010

Workforce Information Grant

Annual Performance Report

Workforce Information Grant Annual Performance Report
Submitted by Indiana Workforce Development Research and Analysis

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Introduction

Introduction

The 2009 program year saw continuing headwinds confronting Indiana's economy and that of the nation. Leaner budgets at the state and national level reinforce the urgency of using available resources to better equip the Hoosier workforce for the very competitive and ever-changing job market. Indiana has continued to develop, refine and expand mastery of the tools available to us in order to inform strategic planning decisions and suggest alternate career paths for workers dislocated by the current recession and/or structural changes to their industry.

In keeping with the goals and deliverables of the Workforce Information Core Products Grant, Research and Analysis has worked closely with workforce boards, regional operators and administrative office staff in the preparation of grant proposals and strategic plans by profiling the regional claimant populations. In addition, R&A has assisted these and other stakeholders with business attraction efforts by better describing and enumerating the available workforce registered with IndianaCAREERconnect.com, the agency's job-matching system. Regional analysts have continued to develop and publish quarterly Up One Level reports that suggest "next step" occupations for jobs posted frequently with the state's job-matching system. Analysts have also created customized reports based on employers' staffing patterns for Rapid Response events to suggest alternate occupations that build on workers' existing skill sets.

INDIANA'S PROGRAM YEAR 2009 TOOLBOX

- **IndianaCAREERconnect.com (ICC)** – Indiana's job-match system, with access permitting flexible and immediate analysis of the applicant pool available for business attraction/expansion efforts of every stripe. Cross referencing the ICC database with unemployment insurance claimant records has permitted identification of claimants' detailed occupational information, which had been a significant gap in the claimant data.
- **Indiana County Estimates (ICE)** – modeled on the Small Domain Estimator developed by the Illinois Department of Employment & Training in cooperation with the National Opinion Research Center, Indiana's version of this system will generate monthly estimates at the county level that are comparable in scope to the statewide and Metropolitan Statistical Area (MSA) estimates produced by the Current Employment Statistics program. Progress on completion of the system has been hindered by a variety of issues that we expect to be resolved in the 2010 program year.
- **Indiana Workforce Intelligence System (IWIS)** – in development as a research database for four years as a cooperative effort with the Indiana Business Research Center of Indiana University, the IWIS system permits robust, flexible and speedy mining of the administrative data collected by the Department of Workforce Development, such as employer, claimant and wage records. Through data-sharing agreements with the Indiana Commission on Higher Education and the Indiana Department of Education, IWIS is now able to

serve as a bridge in connecting detailed training records for traditional students at the state's public colleges and universities with subsequent employment, and examining outcomes for unemployed workers who pursue additional training. Adult Education and student data from Indiana's public high schools will provide additional breadth and depth to the training and employment connections. The system has explicit safeguards protecting individual records and focuses on aggregated data and trends of movement into, through and out of the workforce and education systems. The deployment during the 2009 program year of the second phase of the IWIS interface, including many additional customizable reports, has greatly extended the power of the tool by reducing the need for analyst intervention to obtain the desired information.

- **Transferrable Occupational Readiness Quotient (TORQ) Software from Workforce Associates** – initially acquired during the 2007 program year, this web-based software powerfully leverages the vast amount of detailed data on knowledge, skills and abilities (KSAs) required for successful performance at each of the occupations included in the O*Net database. TORQ analyzes the overlaps and gaps between the KSAs of two occupations and develops an indexed GrandTORQ, as well as component measures, representing the alignment of skillsets between the occupations. TORQ analysis can be used to suggest promotional opportunities or alternate career choices for current or dislocated workers, or to expand the potential labor pool for potential employers by identifying additional labor available with small to moderate training investments. As staff members have gained experience with the software, the team has been able to customize some outputs into more user-friendly formats for use at Rapid Response events.
- **Strategic Advantage/Job Coach** – another LMI software application in use for several years, primarily by the regional analysts, Strategic Advantage allows analysts to customize report templates to provide users with consolidated reports that profile a given region's employment, unemployment, industry mix, projected growth and demographics. Recently added is a tool called Job Coach that permits comparisons across occupations in a fashion similar to the Transferrable Occupational Readiness Quotient software discussed above. Research and Analysis staff will be utilizing both tools in during the 2010 program year and evaluating outputs, ease of use and strengths and limitations of both products in identifying alternate career paths as well as promotional candidates for business attraction projects and shortage occupations.
- **Wanted Analytics** – acquired from Wanted Technologies this year under our MIINOH grant from the Employment and Training Administration to study the transformation of the auto industry in the Indiana-Michigan-Ohio region, this tool allows greatly-enhanced data mining of the Conference Board's Help Wanted On-Line (HWOL) data series. This new data source is being utilized to help inform monthly briefings provided to the DWD Commissioner and Lead Team regarding current job-posting activity by occupation and industry – apart from postings created through the agency's job-matching system. Job posting activity was also included as one new component in updating the department's very popular Hoosier Hot 50 occupational listing.
- **Hoosiers by the Numbers** – the Department continues to maintain its labor market information website, Hoosiers by the Numbers, located at www.hoosierdata.in.gov. This site has been re-designed around a topic menu to improve navigation and reduce redundancy. Datasets and publications are updated on a regular basis per a release schedule. Customer feedback indicated that clients preferred electronic or Internet availability of labor market information products, and all publications and data are made available in a wide variety of formats (i.e., Excel, PDF, Word, etc.). Users are able to download data into their format of choice. The website is hosted, maintained and enhanced by the Indiana Business Research Center of Indiana University, which assists in populating some of the non-core datasets and provides links to other data series of interest maintained on their STATS Indiana website. IBRC staff have developed and launched several new tools for the website over the program year, including a custom region builder to allow users to aggregate counties' employment, unemployment, etc. into a custom region that meets their specifications.

Workforce Information Core Product Deliverables – Accomplishments ►

1. Populate the Workforce Information Database with State and Local Data.

The Indiana Department of Workforce Development continued to populate the Workforce Information Database with state and local data that covers at least the most recent five year period. The Workforce Information Database is used as the source for Indiana’s website, Hoosiers by the Numbers.

The data covers counties, metropolitan statistical areas, economic growth regions and balance of state areas in addition to statewide estimates and aggregates. An enhancement introduced this year allows users to create a “custom region” by aggregating county-level data from several data series (e.g. LAUS estimates) for counties selected by the user. Additional tables beyond the “core tables” have been integrated and are populated on a regular basis and available through the website. Crosswalk, lookup and data tables are maintained and updated as the data series are “refreshed” and version 2.4 of the WID database is in place. A thorough update of the state licensing database was begun during the PY09 program year and will be completed in PY10, including verifying/updating of contact information, license types and license counts from various Indiana licensing boards.

2. Produce and Disseminate Industry and Occupational Employment Projections.

During the 2009–10 Program Year, the Indiana Department of Workforce Development generated and delivered to ETA Statewide Long-Term Industry and Occupational Employment Projections for the 2008-2018 reference period, as well as Statewide Short-Term industry (1st Quarter) 2010-2012 Projections. Sub-state long and short-term projections for each of Indiana’s eleven Economic Growth Regions were also completed during the Program Year, in collaboration with our regional analysts, to provide regional stakeholders with additional data on industries and occupations expected to grow or decline in the coming years. This region-specific data helps inform decisions about training investments for dislocated and incumbent workers as well as providing guidance for other career explorations. All projections will be posted to the Hoosiers by the Numbers website during September 2010.

DWD also expects a September release of its very popular Hoosier Hot 50 occupational listing, including profiles this year of incumbents in each occupational category. The HH50 list is generated from an index which incorporates occupational growth rate and volume from both short and long-term projections, wage information from the Occupational Employment Statistics program and (this year), information on current job postings generated through Wanted Technology’s Wanted Analytics software (www.HoosierHot50.com).



3. Publish an Annual Economic Analysis for the Governor and the State Workforce Information Council.

Indiana's Annual Economic Analysis Report for PY 2009 was developed to serve as an important source of economic information for the Governor, the SWIC, local WIBs, colleges, economic development organizations and other workforce development interest groups. The report includes the following topic headings: employment and income; education; workforce transition; occupations; workforce and industry composition; and housing. A copy of the report is being submitted and will be posted on our Hoosiers by the Numbers website.

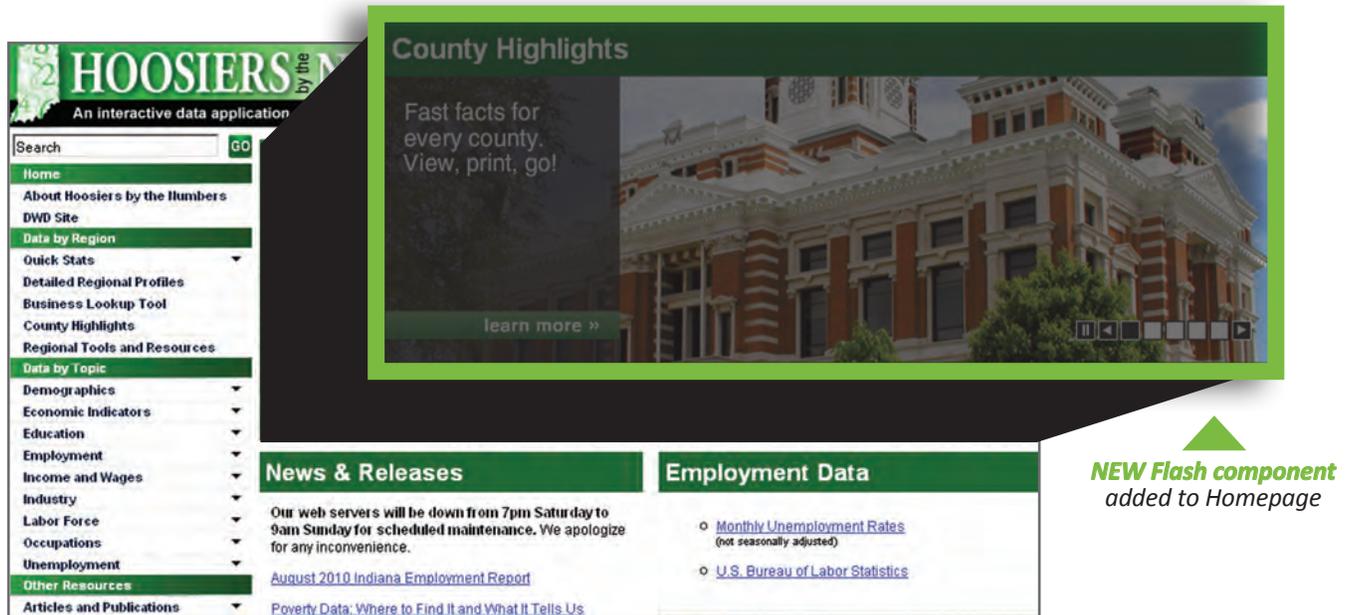
The content of the report was developed through collaboration between the Economic & Market Analysis staff with the various teams involved in producing Bureau of Labor Statistics program data. External data sources – typically via their websites – included: the U.S. Bureau of Economic Analysis (BEA); the U.S. Bureau of the Census and the Indiana Department of Education.

4. Post Products, Information and Reports on the Internet

The Indiana Department of Workforce Development continues to maintain and enhance its labor market information website, Hoosiers by the Numbers, located at www.hoosierdata.in.gov. Site navigation was updated during the Program Year to a more topic-oriented approach. Datasets and publications are updated on a regular basis per release reschedules, and users may select from a variety of download formats for individual data series. A number of enhancements and functionality improvements were implemented during PY 2009, including:

HOMEPAGE REFRESH

A Flash component to highlight specific programs within LMI was added. This change has helped to provide greater emphasis to specific products and resources for people looking for meaningful workforce data.



INDIANA BUSINESS PROFILE

Users simply type in an address or click on the map to select their area of interest. This new tool provides a snapshot of industry and business within a user-selected radius from as small as 2 miles and as large as 20 miles. The user can view quick profiles by industry, establishment size, competitiveness, and by major (2-digit) industry. Several screenshot examples appear on the following page.

HOOSIERS by the NUMBERS

by the
Indiana Department of Workforce Development

An interactive data application analyzing Indiana's workforce

Search

- Home
- About Hoosiers by the Numbers
- DWD Site
- Data by Region**
- Quick Stats
- Detailed Regional Profiles
- Business Lookup Tool
- County Highlights
- Regional Tools and Resources
- Data by Topic:**
- Demographics
- Economic Indicators
- Education
- Employment
- Income and Wages
- Industry
- Labor Force
- Occupations
- Unemployment
- Other Resources
- Articles and Publications
- Contact Us
- Data Calendar
- E-Notifications

Indiana Business Profile

About the profile:
This profile gives an overview of the business environment for a radius around the selected point. It only includes estimates for Indiana companies.

To get profiles:
Enter complete address, or zip, or city or click directly on the map to pinpoint your location. Note: you cannot drag the point to a new location. Just click on the map again to set a new point.

Select miles for radius: 2

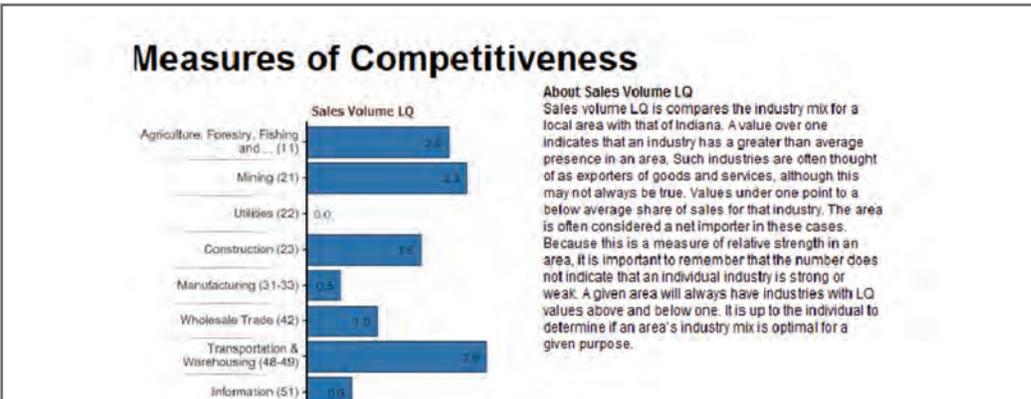
Type in address:



Choose a Profile:

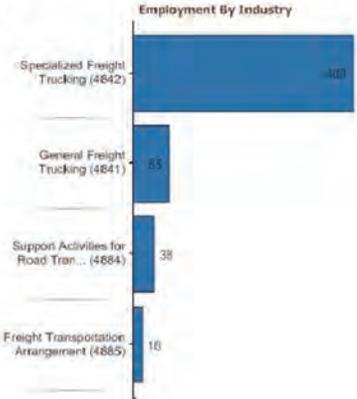
Agriculture, Forestry, Fishing and Hunting (11)

NEW business profile tool allows users to (1) type the address or (2) click the map for an overview of the local business environment



Transportation & Warehousing (48-49) Overview

Employment By Industry



Industry	Employment
Specialized Freight Trucking (4842)	403
General Freight Trucking (4841)	85
Support Activities for Road Tran... (4884)	38
Freight Transportation Arrangement (4885)	10

Top Employers in This Area

Company	Industry	Employment
Alvan Motor Freight Inc	Trucking-motor Freight (48423000)	100
Abf Freight System Inc	Trucking-motor Freight (48423000)	43
Shamrock Transportation	Trucking-transportation Brokers (48423000)	40
Sherman Moving	Movers (48411000)	35
Hix Wrecker Svc Inc	Wrecker Service (48841000)	30
Underwood Machinery Transport	Trucking-heavy Hauling (48423000)	30
Underwood Transfer Co LLC	Trucking (48423000)	25

View quick profiles by industry, establishment size, competitiveness, and major industry

LARGE AREA RADIUS TOOL

This new tool provides an array of workforce and workforce-related data built on counties, but aggregating to 50, 100 miles and larger. This functionality can be quite useful in determining the labor supply in a large region, for example. The tool is easy-to-use and the profiles make it simple for someone to determine the workforce by industry, for example. The radius profile displays the counties within the radius and provides both aggregate data for the entire radius selected and breakouts by county.

NEW large area radius tool allows users to pull county data from a large area.



20 Mile Radius Results

Geography Name	Year	Description	Annual QCEW - Rep Units	Annual QCEW - Rep Units LQ	Annual QCEW - Jobs	Annual QCEW - Jobs LQ	Annual QCEW - Wages	Annual QCEW - Wages LQ	Annual QCEW - Avg Wage
Radius Region	2009	Construction	2,546	0.97	26,776	0.94	\$1,366,008,880	0.98	\$51,016
Radius Region	2009	- Construction of Buildings	706	0.90	6,446	1.02	\$373,644,571	1.11	\$57,964
Radius Region	2009	- Heavy and Civil Engineering Construction	146	0.80	3,126	0.70	\$178,412,979	0.71	\$57,079
Radius Region	2009	- Specialty Trade Contractors	1,696	1.03	17,204	0.97	\$813,951,330	1.01	\$47,311
Geography Name	Year	Description	Annual QCEW - Rep Units	Annual QCEW - Rep Units LQ	Annual QCEW - Jobs	Annual QCEW - Jobs LQ	Annual QCEW - Wages	Annual QCEW - Wages LQ	Annual QCEW - Avg Wage
Hancock County, IN	2009	Construction	250	1.88	1,129	1.28	\$44,199,055	1.29	\$39,160
Johnson County, IN	2009	Construction	388	1.39	1,904	0.97	\$75,761,455	1.17	\$39,792

CUSTOM REGION BUILDER

This new tool allows users to create a “custom region” by aggregating county-level data from several data series (e.g. LAUS estimates) for counties selected by the user.

Custom Region Builder

A variety of economic and workforce regions are provided with our data, but you may need to construct your own set of counties into a region. Just select the counties you want using the map or the dropdown list. You have the option of naming your region (if you do, it will save it as a cookie so you can use it in the future). Then click on Get Profile and the data will be aggregated to your new region.



County Select List

Adams ▼

Add County ->

Optional Region Name
(no spaces permitted): _____

Region Counties

Get Profile

Delete

Clear

Delete: removes highlighted entry from your list.
Clear: clears out all entries
Get Profile: aggregates the data for you and displays on the screen

5. Partner and Consult on a Continuing Basis With Workforce Investment Boards and Key Economic Development Partners and Stakeholders

Regional analysts routinely attend Regional Workforce Investment Board meetings, sometimes offering presentations of current labor market information. In addition, the regional analysts work closely with the regional operators in each region to provide customized, local data to assist in analyzing the local workforce, formulating strategic plans for addressing identified training needs, providing labor market data in conjunction with local/regional grant proposals and responding to significant layoff events. Administrative office staff may also be called on to assist regional analysts in researching and preparing these materials, and work closely with the Indiana Economic Development Corporation in providing customized materials for business attraction efforts, analyses of the economic impact of specific industries, identification of expanding industry subsectors to serve as a focus for future attraction efforts, etc. Economic and Market Analysis team members also work closely other DWD staff in the preparation of statewide and multi-regional grant proposals, including the Indiana OJT National Emergency Grant request submitted this program year.

6. Conduct Special Studies and Economic Analyses

CLAIMS/CLAIMANT ANALYSES

As Indiana's unemployment insurance claimant population has escalated, Research & Analysis has been called on repeatedly throughout the year to provide analysis and tracking of claims from specific industry sectors and subsectors, such as recreational vehicle manufacturers and auto parts and assembly.

EXTENDED UNEMPLOYMENT ANALYSIS

With the introduction of additional types of unemployment benefits (e.g., Emergency Unemployment Compensation and State Extended Benefits) in response to the recession, tracking claimant population through the benefit system acquired additional layers of complexity. Through a detailed study of matched claimant records over time, information on the percentage of claimants who exhaust benefits within one benefit category and transition to other programs can now be determined. Detailed analysis of claimants who have exhausted all benefit levels was also undertaken during the program year, as well as comparisons between demographics for regular/normal unemployment insurance claimants and those receiving benefits under legislated extensions.

NATIONAL EMERGENCY GRANT (IN OJT) SUPPORT

As significant disruptions continued across widespread industry sectors during this recession, the Department of Workforce Development applied for an additional National Emergency Grants during the program year to support On-the-Job Training efforts across ten of Indiana's eleven Economic Growth Regions. The Business & Workforce Studies team supplied detailed information on claimant characteristics, including breakouts of educational attainment by age group, to facilitate analysis of the need for higher levels of remedial services.

RAPID RESPONSE SUPPORT

Business & Workforce Studies provided Rapid Response teams with tailored information on possible transition occupations (including analysis of gaps in knowledge, skills and abilities) for workers affected by major layoffs or closings during the year on requests. Whirlpool and the Fort Wayne Foundry were only two of the projects for which the team supplied materials.

APPLICANT POOL ANALYSIS

Working closely with local economic development partners and Regional Operator staff, Business and Workforce Studies has developed and refined reports over the course of the year that provide frequent (monthly) detailed snapshots of the applicants who have registered with the agency's job-matching system, IndianaCAREERconnect.com. These reports reflect available applicants by detailed occupational code and by county of residence for all of Indiana's 92 counties. Providing this data on a regular basis to local and regional economic development officials allows them to more quickly respond for business attraction efforts with detailed information on current worker availability for the targeted occupations. Applicant wage demand by occupation and county is being added for the 2010 program year.

DEFENSE CONTRACTS IMPACT

As one "lens" to examine the economic impact of the Defense Industry on Indiana's economy, the team collected data on Defense contracts with Indiana companies from USASpending.gov and then employed IMPLAN economic impact software combined with aggregate employment data for the firms in question to estimate the direct, indirect and induced impacts in terms of both jobs and revenue.

WIND TURBINE ATTRACTION PROJECT

The Business & Workforce Studies team developed detailed materials profiling incumbent (from the Occupational Employment Statistics estimates) and "available"/unemployed workers (from IndianaCAREERconnect.com) in several technical occupations. For this business attraction effort, the educational "pipeline" from State colleges and universities for similar occupations (based on a degree-program-to-occupation crosswalk) was also examined over

the past several years and summary data were provided. This additional facet of the occupational supply was well received by the Indiana Economic Development Corporation, and can be included as desired for future requests.

DRIVING CHANGE/MIINOH CONSORTIUM GRANT

Together with Michigan and Ohio, the Indiana Department of Workforce Development submitted a successful grant proposal under the State Labor Market Information Improvement Grant to study the transformation of the regional auto industry and its impact on the workforce of the three states. Specific goals of the research include:

1. Characterize the structural transformation from the “old” auto industry to the “new” auto industry and identify new skill and training requirements,
2. Identify the auto parts supply chain impacts of the auto industry structural transformation,
3. Identify alternative career path opportunities for dislocated auto and auto parts workers for jobs in demand with an emphasis on those in the green economy and,
4. Identify current and projected skill gaps of the auto and auto parts workforce and required training needed to compete for jobs in demand and green job opportunities.

Research is underway on the various topics involved, and the study will culminate with a conference in May of 2011.

IWIS GRANT PROPOSAL UNDER THE WORKFORCE DEVELOPMENT QUALITY INITIATIVE

Indiana has also submitted (in PY 2010) a grant request for funds to expedite the integration of the Department of Education data and acquisition of assimilation of additional data sets designed to provide additional demographic detail to more fully identify the incumbent workforce. In addition, the grant would accelerate progress in providing wider access to the database by partner agencies and public access to “scrubbed,” aggregate datasets and reports.

Customer Consultations

A working group for the state and regional economic development community was formed toward the end of the 2009 program year consisting of staff members from central Indiana’s regional operator, an Indianapolis economic development organization, the Indiana Economic Development Corporation and the Department of Workforce Development. The initial goal of the working group is to develop a more efficient and coordinated approach to requesting and distributing customized labor market information in conjunction with business attraction efforts.

In the past, requests have not been coordinated or centralized, with the result that each economic development entity involved with the project made separate requests, often directed to different Research & Analysis staff members, sometimes for different, very specific pieces of data. A SharePoint site is being developed to facilitate distribution of frequently requested data, such as a applicant counts by detailed occupation from the IndianaCAREERconnect.com (the agency’s job-matching system) applicant pool, wage demand by occupation by county and occupational employment estimates (incumbent employment) by county. Economic & Market Analysis team members have worked closely with various members of this team on a one-on-one basis over the last year in developing and refining products such as the detailed IndianaCAREERconnect.com occupational listing by county and wage report and detailed breakouts of the unemployment insurance claimant population by age and educational attainment as shown below.

INDIANA EMERGENCY UNEMPLOYMENT COMPENSATION AND EXTENDED BENEFIT CLAIMANTS, JUNE 2009 - MAY 2010

Self-Reported Educational Attainment	Age 16-24	Age 25-34	Age 35-44	Age 45-54	Age 55+	Total Claimants	% of All Claimants	*Civilian Labor Force
Less than High School	18%	16%	14%	14%	13%	35,241	15%	8%
High School Grad or Equivalent	57%	51%	52%	56%	53%	128,998	53%	32%
Post High School Training	24%	33%	34%	31%	34%	77,128	32%	59%
% of Total	9%	25%	24%	25%	18%	241,367		

**Source: American Community Survey estimates, 2009.
Civilian Labor Force = non-military employed workers plus those actively seeking employment, 16 years of age and older*

This valuable partnership is enabling the EMA team to refine and expand the information readily available to local economic developers, speed that distribution and eliminate redundant requests and conflicting information based on varying interpretations of the data needed.

CUSTOMER SATISFACTION SURVEY

Research and Analysis has continued its web-based customer satisfaction survey through our www.hoosierdata.in.gov/tellus website, encouraging users to provide us with feedback on the quality of our on-line publications and the service provided for custom data requests. For PY 2009, the most frequent user descriptions included:

Employers (30%)
 Service Providers (23%)
 Economic Developers (15%)
 Educators (11%)

Tabulating on-line responses received from customers reveals a high level of customer satisfaction with the products and services received:

- **Was the publication you received timely and accurate?**
98%, 131 of 133 responses were positive
- **Did we offer information and services to meet your needs?**
96%, 163 of 170 responses were positive
- **Was the information or service helpful or informative?**
95%, 160 of 168 responses were positive
- **Did we fulfill your data or service request in a timely manner or as promised?**
96%, 156 of 163 responses were positive

We also receive comments via the survey and kudos directly from customers who find email a preferable avenue to provide feedback. Responses this year included the following:

- “Labor Market Data is very helpful in our recruitment process.”
- “Very much appreciate this information via email.”
- “The metrics provided save employers a lot of time in researching and are very helpful. Thank you.”
- “Excellent responsiveness and data that is timely!”
- “Fast, accurate service. Thanks Vicki and Lori”
- “The best service possible was given. Thank you”



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