September 26, 2016


Mr. Carl Stahlheber
Regional Monitor Advocate
U.S. Department of Labor
Employment and Training Administration
Region 5 Chicago
230 S. Dearborn, Sixth Floor
Chicago, IL 60604


Dear Mr. Stahlheber:

Attached is our annual report on Ohio's progress in developing core products and services under the One-Stop Workforce Information Grant. The summary is organized by the nine core deliverables and activities specified in the Training and Employment Guidance Letter, 39-14, Change 1 for the period of July 1, 2015 through June 30, 2016.

If you require additional information regarding the work that we are doing in Ohio to provide workforce information core products and services under One-Stop Workforce Information Grant funding, please contact me.

Sincerely,

Coretta Pettway, Chief
Bureau of Labor Market Information
Ohio Department of Job and Family Services


Attachment

cc: John Weber, Deputy Director, Office of Workforce Development, ODJFS
    Alice Worrell, Assistant Deputy Director, Office of Workforce Development, ODJFS

This report by the State of Ohio is a summary of accomplishments under the Workforce and Labor Market Information Grant to the States in meeting the requirements of the PY 2015 grant.

### i. Workforce Information Database (WIDb):

The Ohio Bureau of Labor Market Information (LMI) currently maintains version 2.6 of the database. Data are reported for Ohio counties, JobsOhio regions, OhioMeansJobs[1]/Workforce Development Areas, metropolitan areas, the state and the nation. All core tables have been populated according to guidelines. Many databases are updated monthly, while others are maintained quarterly, annually or biennially as appropriate. Parts of the database that are used in online tools are copied into other databases rather than allowing queries to access the master database.

### ii. Industry and Occupational Employment Projections:

The employment projections are produced using the Projections Suite software provided by the Projections Managing Partnership. Extracts for the Workforce Information Database are created and uploaded. Reports are available on the projections page of the *Ohio Labor Market Information* website (http://OhioLMI.com/PROJ/Projections.htm).

1. LMI completed long-term (2014-2024) statewide industry and occupational employment projections. The long-term occupation projections were completed and submitted using the Projections Suite prior to the June 30, 2016 deadline. Currently, the statewide Ohio long-term occupational projections are available on the Projections Central website (http://www.projectionscentral.com/projections/longterm). A full report and tables regarding the industry and occupations projections will be available later in 2016 at http://ohiolmi.com/proj/OhioJobOutlook.htm.

2. LMI produced the state short-term employment outlook, 1st Quarter 2015 to 1st Quarter 2017, and distributed it according to procedures established by the Projections Managing Partnership. The short-term occupation projections were completed and submitted using the Projections Suite prior to the February 28, 2016 deadline. The short-term industry and occupation-projections are available on the Ohio LMI website at http://ohiolmi.com/proj/ShortTerm.htm and at Projections Central.

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[1] Ohio has adopted the branding "OhioMeansJobs" for its workforce programs, including the One-Stop centers and Ohio's online job system.

3. LMI also produced several products based on projections data aimed at job seekers and those exploring careers:
    a. The *2012-2022 Snapshot of Occupational Projections* pamphlet assists users in making informed career, education and training decisions. This publication will be updated during program year 2016 with 2014-2024 data.
    b. The industry snapshot reports provide long-term employment projections for industry clusters and business functions that align with targeted sectors identified by JobsOhio, a private non-profit corporation designed to drive job creation and new capital investments in Ohio. The reports provide industry and occupation wage data as well and will be updated with 2014-2024 data in the next program year.
    c. LMI occupational projections are the basis for a list of Ohio and regional in-demand occupations developed by the Governor's Office of Workforce Transformation. The purpose of the in-demand jobs effort is to provide workers and training institutions with a reliable, consistent method for identifying in-demand jobs and related career opportunities in Ohio.

## iii. Annual Economic Analysis and Other Reports:
LMI has produced a number of analyses and reports to support workforce efforts around the state.
1. LMI produced two reports to support the efforts of JobsOhio. JobsOhio has identified nine industry clusters for its development efforts. LMI has been producing reports focusing on employment in these clusters; the most recent reports are: Automotive Industry Cluster: Ohio Employment Trends and Polymers and Chemical Industry Cluster: Ohio Employment Trends. Ohio's concentration of employment for the industries in these sectors is above the national average, which makes them especially important to the Ohio economy.
2. LMI produces a monthly briefing on the Ohio labor market for the governor. The briefing covers monthly unemployment rates, unemployment insurance claims, employment data and trends, and selected data on other economic analyses and indicators.
3. Drilling for oil and gas in Utica and Marcellus shale formations is increasing in Ohio, and LMI produces quarterly reports that track employment and wages in core and ancillary shale industries. Ohio also produces an annual report as required by Ohio Revised Code 6301.12. These reports are available at http://ohiolmi.com/OhioShale/OhioShale.htm.

### iv. Customer Consultations:

LMI works with customers around the state, its parent office (the Office of Workforce Development) and other offices in the Ohio Department of Job and Family Services to answer questions related to workforce development and the Ohio labor market.

1. LMI worked with other bureaus and units of the Office of Workforce Development in the development of a wage pathway model of employment. This project focused on getting low-skill workers into the labor market. It identified low-skill occupations that could be used to build worker skills, allowing them to move to higher paying occupations.

2. LMI continues to provide technical assistance for Office of Workforce Development programs. In 2015, we developed a statistical model to predict the likelihood of unemployment compensation claimants exhausting their benefits. We also developed a data tool for scoring new unemployment compensation claimants on their likelihood of exhausting benefits; high-scoring claimants are then referred to the Reemployment Services and Eligibility Assessment (RESEA) program. This year we updated the statistical model and the data tool. We are assisting the Office of Unemployment Insurance Operations in developing database queries to replace the data tool, reducing the time needed to identify RESEA participants.

3. LMI has provided technical support to the Ohio Office of Unemployment Insurance Operations by performing a statistical analysis of initial claims data to help monitor for possible biases in unemployment claim denials.

4. LMI assisted the Ohio Department of Job and Family Services Bureau of Civil Rights estimate the size of different language groups with limited English-speaking abilities by their language. The agency will produce required federal materials (posters, guide books) in languages other than English for language groups meeting minimum size thresholds.

5. LMI assisted OhioMeansJobs in assembling data for industry information pages on the website (http://omj.ohio.gov/omjresources/didyouknow.stm).

6. LMI responds to internal and external requests for data and assistance. Over PY 2015, LMI responded to more than 160 internal and external requests for data and assistance.

7. LMI has established tools for feedback and outcome monitoring. We established an online survey for comment on our Internet- based products and services (http://OhioLMI.com/feedback.htm) and a desktop menu for recording customer inquiries with our office. We regularly distribute presentation and training assessment surveys. We also consider usage statistics as significant indicators of the value of our services.

**v. Activities Undertaken to Meet Customer Needs (including any training provided):**
LMI provides several types of trainings and workshops, customized presentations, distributes the Employer Database DVDs, and maintains a website to help meet customer needs.

1. LMI provided a training in occupational labor market information resources for a dozen talent analysts at JobsOhio. The presentation introduced the analysts to a variety of data sources and examples of how to use the data to answer different questions.
2. We provided a training session at the Ohio Safety Congress and Expo sponsored by the Ohio Bureau of Workers Compensation. There were about 25 attendees; the training introduced them to tools to help identify potential employers.
3. We met with 50 transition coordinators working at Columbus City Schools in Columbus, Ohio. This training session focused on the use of employment projections to aid job search efforts of students who will attend college after graduation.
4. LMI represented the Office of Workforce Development at a meeting of the Ohio Population Health Metrics Team. This group is responsible for identifying metrics to monitor the health of Ohio's population. The group will include labor force participation rates in their metrics.
5. Employees in the Office or Workforce Development and the Office of Unemployment Insurance Operations can attend quarterly courses through the Employment Services Institute. LMI offers a short introductory course to familiarize employees with our data; about 30 people a year attend this course.
6. LMI has developed webinars on the fundamentals of labor market information, adding value for jobs seekers, and adding value for employers (http://ohiolmi.com/eLearn/eLearn.htm). During PY 2015, the webinars were attended by 1,098 individuals.
7. LMI conducted a workshop on adding value for job seekers for 15 counselors at OhioMeansJobs-Franklin County, a county job center.
8. LMI provide data and technical assistance to the Office of Workforce Development in determining its WIOA allocations.
9. LMI provides the apprenticeship program with demographic data tables for counties in Ohio and the surrounding states. These tables can be used by local apprenticeship programs in their inclusion and diversity efforts.
10. LMI distributed more than 200 sets of each semiannual edition of the Analyst Resource Center Employer Database from Infogroup in PY 2014. The database is distributed to local OhioMeansJobs Centers, Job and Family Services offices, job development staff and others. The number of users of the DVDs is falling. Many state employees who have used the database in the past have found that they can access another Infogroup database, Reference USA, through the State Library of Ohio.

11. During PY 2015, the LMI website received approximately 603,969 page views. Downloaded products are listed below in descending order:
    - Labor Market Review (94,635)
    - Quarterly and Annual Ohio Shale Reports (51,226)
    - Unemployment Publications (39,204)
    - Workforce Analysis Reports for JobsOhio Regions (30,669)
    - Ohio Job Outlook 2012-2022 (Long-term Projections) (16,457)
    - Worker Inflow-Outflow Reports (7,225)
    - Employment Trends in the Logistics Industry Cluster (4,351)
    - Employment Trends in the Food Processing Industry Cluster (3,129)
    - Employment Trends in the Aerospace and Aviation Industry Cluster (1,261)
12. LMI includes value-added products on its website to assist its customers:
    a. Employment and Wages by Industry Query, based on Quarterly Census of Employment & Wages summary data, include the number of establishments, number of workers, total wages paid, and average annual wages for privately owned businesses for the years 2000 to the most current quarter available. Annual and quarterly data are available for the state, major metropolitan areas, Workforce Development Areas, and counties. This query tool is available at: http://ohiolmi.com/asp/edeps/EdepsNAICS.htm.
    b. The Current Employment Statistics Query provides industry employment data for Ohio and 13 Metropolitan Statistical Areas from 1990 onward and Ohio annual averages from 1939. Data are available as seasonally adjusted and unadjusted, and can be downloaded as an Excel file. This tool is available at: http://ohiolmi.com/asp/CES/CES.htm.

## vi. New Tools and Resources:
1. In an effort to assist the local Workforce Development Boards reorganize under Workforce Innovation and Opportunity Act of 2014, LMI produced commuter inflow and outflow reports and tables for each county to provide information about how county workforces are related. These tables condensed analyses of the Longitudinal Employer-Household Dynamics Origin-Destination Employment Statistics data into easy-to-read two-page reports for each county. The inflow-outflow reports are available here: http://ohiolmi.com/census/countycommuting2014.htm.

## vii. Efforts to Create and Support Partnerships and Collaborations:
1. LMI maintains a presence with the state and local Workforce Development Boards and OhioMeansJobs Centers through presentations to these groups, targeted products for their use, and assistance with planning processes.

2. LMI supported the needs of Ohio's workforce systems in the national arena through membership on the National Association of State Workforce Agencies LMI Committee, Projections Managing Partnership (PMP) Board member, PMP Product and Process Innovation Committee member, and representation on the BLS-LMI Policy Council and the LED Steering Committee.

3. Workforce Data Quality Initiative (WDQI) – The U.S. Department of Labor WDQI grant ran through June 2016.  LMI routinely provides quarterly Wage Record and Quarterly Census of Employment and Wages (QCEW) data file transfers to the Ohio State University Center for Human Resource Research (CHRR).  CHRR maintains the WDQI data system, the Ohio Longitudinal Data Archive, and manages access for approved research projects. Over this past year, there have been five particularly significant activities:

   - The Ohio Workforce Success Measures is a dashboard system to provide common workforce outcome measures across programs – Workforce Investment Act, Perkins, Higher Education and Adult Basic and Literacy Education programs and Ohio Opportunities for the Disabled (OOD) - and by geography.  Currently working with the Governor's Office of Workforce Transformation on data updates, refinement and expansion of the Workforce Success Measures dashboard (http://www.measures.workforce.ohio.gov/).

   - A second dashboard was posted which focuses on higher education employment and wage outcomes by institution, degree/certificate or year (https://public.tableau.com/profile/kharlow#!/vizhome/LongitudinalHEIOutcomes092414/Dashboard). An additional dashboard showing the flows from educational subject areas to industries was also added (https://public.tableau.com/profile/kharlow#!/vizhome/SankeyCIPtoNAICS_all_public/USETHISSTORY).

   - A third dashboard (see https://compact.chrr.ohio-state.edu/) focuses on an integrated data system that combines state employer data and high-school and post-secondary education records. It offers a picture of where we are as a region in producing job-ready graduates. These reports will enable education leaders to identify best practices and areas in need of attention, equip students to make more informed decisions on their future and help employers find skilled workers to satisfy their needs.

   - We are also supporting the state effort, the Infant Mortality Partnership, with Medicaid, Higher Education and the OSU Government Resource Center.

   - With the end of the WDQI grant, we are establishing a new state funding stream and governance structure and referring to the overall project as OhioAnalytics (http://www.ohioanalytics.gov/index.stm).

**viii. Activities to Leverage WLMI Funding:**

1. Ohio labor market information is now easily available on the Internet either through LMI's website (http://ohiolmi.com/) or on the Ohio job search site, OhioMeansJobs. There is still demand for information on paper, however. LMI continues to design and bear the cost of printing an occupational trends pamphlet (2012-2022 Snapshot of Occupational Projections).

2. LMI has taken advantage of training opportunities offered by the Council and Community for Economic Research/LMI Institute and the Employment and Training Administration. Two analysts attended an Applied Analyst Training class, two attended training on the Estimates Delivery System/Local Employment and Wage Information System, one attended the Projections Managing Partnership conference, one attended an Economic Development Research workshop, and one attended a Profiling methods seminar.

3. The monthly publication, *Ohio Leading Indicators,* provides an employment outlook with a three- to six-month horizon for Ohio and its eight largest metropolitan areas. Production of this publication is currently suspended because of technical issues with software compatibility. Activities are underway using WLMI funding to resume production of this product, including: Identification of a vendor to review the current leading indicators econometric model and offer suggestions for improvement; and, we expect to release a Request for Proposals for new leading indicator software and technical assistance in the next program year.

**ix. Recommendations to ETA for Changes and Improvements to Future WIGS Requirements:**

1. One of the most important requirements of the WIGS is the production of industry and occupation employment projections. ETA TEGLs (e.g., 39-14 and 1-16) require the use of methodology, software and guidelines set by the Production Managing Partnership (PMP) for producing the projections, and the PMP offers projections training for analysts. Despite this, our analysts feel they could use more training. Especially useful would be basic training on the econometric models used in the projections software and methods of evaluating the strengths and weaknesses of the models. An improvement here would be to require the PMP to expand on the projections training.

2. The requirements under the WIGS are designed to be flexible to allow the states to adapt the requirements to their unique situation and needs. However, our experience suggests that many users at all levels do not understand our data and cannot make full use of it, nor can they articulate their needs regarding our data. It might be useful for the ETA to take a leadership role in developing, with input from the states, possible topics, initiatives and tools for the states to work on. For example, the annual

economic analysis might be dedicated to one of several topics put forth by the ETA. States would be allowed to choose a different topic for the report if it met their needs.

Summary:  Overall, we feel we have been very successful in completing the items outlined in the "Statement of Work Deliverables." We have fulfilled the specific deliverables (maintaining the Workforce Information Database, producing state and substate industry and occupational employment projections, and producing an annual economic analysis report for the governor and the Governor's Executive Workforce Board) as required. We have fulfilled the less specific deliverables (posting information, partnering and consulting, and producing special reports and analyses) in a manner that has best suited our customers' needs. We remain flexible in responding to customers' needs and continue to better align LMI with workforce and economic development.