

**WORKFORCE AND LABOR MARKET INFORMATION (LMI) GRANT  
ANNUAL PERFORMANCE REPORT FOR HAWAII  
PROGRAM YEAR 2009**

The following report describes Hawaii's accomplishments during the July 2009 to June 2010 program year as required by the Training and Employment Guidance Letter (TEGL) No. 30-08. Hawaii received approval to extend (i.e. a no-cost extension) the performance period to September 2010. Actual and estimated expenditures are expected to have no significant variance. All six deliverables in PY 2009 have been met and within the schedule.

**Part A: Accomplishments.**

**1) Populate the Workforce Information Database (WIDb) with State and Local Data.**

Hawaii populated and maintained all core tables of the Workforce Information Database (WIDb) for the areas and time periods required in a timely manner, following the guidelines issued by the Analyst Resource Center (ARC). By June 2010, the database was populated with items that went beyond the core requirements such as including more county and island data when available, providing additional years of data for the required tables, and populating other non-core tables. We also collected occupational licensing information, updated the required licensing files (license.dbf and licauth.dbf), and submitted the data files to the National Crosswalk Service Center for inclusion on America's **Career InfoNet** site in November 2009.

Hawaii maintains Version 2.4 of the WI database and was available online at our [Hawaii Workforce Informer](#) (HIWI) website.

**2) Produce and Disseminate Industry and Occupational Employment Projections.**

During PY 2009, employment projections were prepared for the 2009 to 2011 and 2008 to 2018 periods for the State. Staff completed short-term industry and occupational employment projections based on 2009/Q3 for 2011/Q3 and long-term industry and occupational projections were developed with calendar year 2008 as the base year and 2018 as the projected year for the State. Both short- and long-term projections were developed according to the methodology, software tools, and guidelines developed by the Projections Consortium and the Projections Managing Partnership (PC & PMP). Both the short- and long-term employment projections were submitted to the PC & PMP for review in June 2010.

As required, the statewide employment projections for both the short- and long-term were included in the Workforce Information Database (WIDb), and were made available to the public through our HIWI website.

Staff attended short-term and long-term industry projections and micro-matrix trainings offered by the Projections Workgroup and the Projections Managing Partnership in Colorado in December 2009 and February and March 2010, respectively.

### **3) Publish an Annual Economic Analysis Report for the Governor and the state WIB.**

Staff compiled and produced an economic analysis report titled **Hawaii Labor Market Dynamics** for 2009 that provided data and information on the state and local labor markets for those individuals developing workforce policies and making workforce investment decisions. The report highlighted job trends over the last year, some over the past five years, and some trends as long as 19 years, reflecting how the economic downturn has impacted the state's labor market. It also forecasted job openings between 2009 and 2011 and between 2008 and 2018. Information on size of the workforce; unemployment rates by geographic areas; long-term job openings by education and training required; industry and occupation analyses; and wages were included as well as Local Employment Dynamics (LED) data. There was a section featuring the activities we have undertaken to ascertain the number of green occupations we have throughout the state. Mostly, it involved researching other studies to develop a definition of what constitutes a green job, preparing the Hawaii Green Workforce Report that was released in October 2009, revealing the limited data that currently exists, and laying the ground work for conducting a green job survey.

The Hawaii Labor Market Dynamics report was made available on the HIWI website in the latter part of July 2010.

### **4) Post Products, Information, and Reports on the Internet.**

Labor market information produced by our office in PY 2009 were made available on our HIWI website ([www.hiwi.org](http://www.hiwi.org)) for dissemination to our customers, and in particular to facilitate use by workforce investment partners. E-mail alerts to site subscribers announced new products, information, and reports available on the website. LMI posted on the HIWI website consisted of the monthly news releases on local unemployment rates and non-farm employment counts, employment projections for the state, occupational employment and wages for the state and Honolulu MSA, annual labor force updates for Affirmative Action programs, and Quarterly Census of Employment and Wages (QCEW). Local Employment Dynamics (LED) tools are also accessible on our website, including the Census OnTheMap tools that provides detailed maps and reports showing where people work and where they live for county and rural areas. As mentioned in item #3, the annual economic analysis report for the governor and state WIB called Hawaii Labor Market Dynamics was disseminated via the HIWI website.

Updates for the Workforce Information Database (WIDb) Version 2.4 are accessible through our Internet delivery system, HIWI. Staff also continued to provide WIDb information to HireNet Hawaii, an online job-matching system sponsored by our department at <https://www.hirenethawaii.com/default.asp>, and maintains a link to that website on HIWI.

We were involved in the maintenance of the Workforce Informer (WI) system and participated in Workforce Informer Consortium conference calls with the contractor, CIBER Inc., and other consortium states regarding issues pertinent to the system's operations. However, due to some hosting and maintenance problems with CIBER's performance during the year, Hawaii decided to end its contract with the company at the end of September 2010 and will be contracting with Geographic Solutions, Inc. to host and maintain a virtual LMI without any disruption in service.

Web statistics indicate an increase in visitor sessions for PY 2009 compared to the previous program year, but not quite to the level of two years earlier. Some of the increase could be due to the activities of a hacker that created havoc on the system. There were times when HIWI was unavailable in order to resolve the situation and to prevent it from reoccurring. Site users were mainly interested in the current unemployment rate and labor force data, wage information, and career and occupational information. Files receiving the most hits included those with information on occupational wages, nursing careers, unemployment; and labor market trends.

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

Our Research and Statistics (R&S) Office continued to provide information and ongoing support to the Hawaii Workforce Development Council (WDC) office, Workforce Investment Boards (WIBs), and One-Stop Centers in PY 2009. Staff attended state WIB and WDC meetings to be briefed on updates and for guidance on workforce development policies, priorities, and issues. Our annual LMI Plan was discussed with Council members to ensure that our participation in providing LMI data supported the statewide workforce development initiatives. We maintained a close working relationship with WIB and WDC by responding to requests for LMI data and collaborating on the development and conduction of a green jobs survey

Requests for information on “green jobs” continued throughout PY 2009 from WDC, state and local WIBs, and agencies involved in energy-related activities. The enactment of the American Recovery and Reinvestment Act of 2009 (ARRA) provided funding for retraining of the workforce for green jobs and increased the demand for green workforce data. Initially, WDC and the state WIB Planning Committee requested that our R&S office research and analyze what was “green” in Hawaii and our findings were published in the *Hawaii Green Workforce Report* in October 2009. We were able to define what comprised a green workforce, and identified green core sectors, potential green industries, green occupations, and green job skills. A PowerPoint presentation highlighting our preliminary research on Hawaii’s green workforce was presented at a statewide WDC meeting and the report was available on our HIWI website. Our research distributed through the green workforce report data helped WDC obtain a \$1.2 million federal grant for Labor Market Information Improvement.

Our labor expertise was also sought out by WDC and those in the medical field that were trying to find solutions to solving the physician shortage in rural areas of the state. We shared our existing occupational employment data, which unfortunately was not as detailed and geographic-specific as they would have liked, and we were consulted on how best to proceed. Staff has participated in numerous meetings, supported various projects and conferences, and sent reference letters, regarding a local medical expert seeking representation on a national board.

The HIWI website continued providing local LMI data and support to the local WIBs. The WIDb drives HIWI, and most of the data is collected at the county level, which replicates our LWIB geography. LWIBs have access to the most current labor market information available. Staff also has pages for each county on HIWI for easy one-stop access to data focused around geographical areas. The Local Employment Dynamics (LED)

information is linked through HIWI, resulting in our continually offering county labor data. The LED **OnTheMap** tool on our website provides detailed maps and reports of where people live and where they work for county and rural areas.

## **6) Conduct Special Studies and Economic Analyses.**

With the securing of ARRA funds for Labor Market Information Improvement, staff was tasked to research green job studies and consult with other states like Washington and Oregon that had conducted green job surveys, in order to design such a survey for our state prior to hiring temporary staff to do the actual survey. A preliminary survey instrument was drawn up that included asking for the number of employees in the five green job areas of (1) generate clean, renewable, sustainable energy; (2) reduce pollution and waste, conserve natural resources, and recycle; (3) energy efficiency; (4) education, training, and support of green workforce; and (5) natural, environmentally-friendly production. Current and expected job vacancies in 2012 and qualifications and employee training requirements were also sought. Additionally, some background information on the number of employees at each location and the types of green practices the establishments performed were solicited. Once a special green team was formed, staff assisted in creating a current address database, editing returned forms, making phone calls to clarify job classifications, and performing data entry. They also participated in making coding decisions on new occupations.

As mentioned earlier, in October 2009, our office completed the *Hawaii Green Workforce Report* for the Hawaii Workforce Development Council as an initial effort to determine the size of our state's green workforce, core green sectors of the Hawaii economy, green industries, green occupations, and the skills needed to perform green jobs. The report's findings were based on research and reviews of information from both private and public sectors and adapted to Hawaii's economic environment. The major finding was that green jobs were difficult to quantify since, not until just a few days ago, there had been no clearly defined standard for counting jobs as green. Hopefully, with the undertaking of the recent green jobs survey in 2010, shortly, we will be able to report more specifically on the number of green jobs that exist within our state.

Due to the passage of Hawaii's legislative Act 68 that requires the hiring of local residents to make up at least 80 percent of a construction contract/project unless a shortage exists, staff provided data that helped to determine whether a labor shortage existed. We contributed employment data on construction jobs statewide for a three-year period in order to calculate unemployment levels for each construction trade occupation based on the percentages of unemployment insurance claims for each of those occupations. We also reviewed employment data at the industry level and from other sources such as the American Community Survey. After researching past trends and various sources, it was decided that a worker shortage would be declared for a fiscal year when the percent of unemployment insurance claims for construction workers to total OES construction jobs was below 6.5 percent for the preceding calendar year. In the future, we will be expected to provide data on construction jobs annually for this purpose.

## **Part B. Customer Consultations**

Throughout PY 2009, the R&S Office continued to consult with its customers through emails, phone calls, and in-person exchanges about the usefulness of products developed and services provided by our office. The “in-person” encounters involved attending meetings and participating in technical workgroups, sometimes on a monthly basis, to inform and ensure that future development of workforce information aimed to satisfy our customers’ needs.

We maintained a viable working relationship with the Workforce Development Council (WDC) and Workforce Investment Boards (WIBs) by responding to requests for data and investigating issues that Hawaii’s workforce investment system was interested in studying and pursuing for further action. Our attendance at council meetings and frequent informal contacts with the WDC office provided guidance and direction that allowed us to work collaboratively on developing appropriate products to inform state and local customers about the current state of our workforce situation.

Staff produced customized files for users of our data, providing industry and occupational employment projections, occupational wages by industries, and labor force information for affirmative action programs.

We presented the results of our Green Workforce report to a group of job counselors at a One-Stop Center and shared healthcare employment and wage data at a physicians conference that attempted to address the existing health practitioners shortage, particularly in the rural parts of the state.

## **Part C. Recommendations for Improvements or Changes to the Deliverables**

As the state’s economy struggles to lower its unemployment rate, the R&S office needs ETA’s continued support for more labor market information tools to produce quality workforce intelligence to get people headed in the right direction as far as acquiring the appropriate skills that will be needed for future employment. The projects listed below are critical to our delivery of quality labor market and workforce information for our customers and partners. These tools include:

- The *Hawaii Workforce Informer* (HIWI), our version of the Workforce Informer (WI) Internet system, is the primary delivery system of LMI, and is where updates of the WIDb database are available online. The WI system needs upgrading to newer technologies for improved information processing and delivery. Additional resources will be required to support an upgrade of the current WI Internet system. In PY 2009, we contracted with CIBER, Inc. for the annual maintenance and hosting of the WI Internet system (HIWI) that ends September 2010. However, due to hosting and maintenance issues with the website, we searched for another provider and contracted with Geographic Solutions, Inc. beginning September 8, 2010 so there would be no disruption in the dissemination of our data through the Internet. Costs are expected to be higher initially due to conversion and customization, requiring extra funding. Our aging computers and software (Windows 2000) need upgrading, too, to keep ourselves current and to more efficiently manage and produce the vast amounts of data we generate.
- ARRA monies were also designated for establishing a Green Jobs Portal website in 2010. This site will display green jobs data that has been collected through the Green Jobs survey and any subsequent analyses and publications produced. With

prospects of collecting green jobs material on an annual basis through the Occupational Employment Statistics survey, more support will be necessary in the future to maintain this portal and continue to integrate green information into existing programs such as industry and occupational employment projections as well as produce new products.

- Since our state is experiencing a healthcare shortage of physicians and specialty trained nurses, the healthcare industry is seeking to address this issue but needs more specific occupational employment data than what our agency currently provides through the OES system. For example, they would like to see registered nurses divided into neonatal, intensive care, etc.
- Estimates Delivery System (EDS) needs continued funding support and technical support from the Projections Management Partnership (PMP). EDS allows us to produce county level occupational wages and employment projections, which interests many of our customers and the WIBs. Industry staffing patterns can be produced from the EDS software and used in the MicroMatrix system to create occupational projections for the state and counties.
- Each new version of Local Employment Dynamics (LED), a Census Bureau product in partnership with the states, provides more detailed analysis with regards to labor market areas. LED provides demographic and socio-economic information on the workforce for the state, counties, and smaller census areas that is always of interest to the non-MSA residents. Another helpful Census product is the OnTheMap feature that has useful tools within the LED program.