

**WORKFORCE AND LABOR MARKET INFORMATION (LMI) GRANT
ANNUAL PERFORMANCE REPORT FOR HAWAII
PROGRAM YEAR 2010**

The following report describes Hawaii's accomplishments during the July 2010 to June 2011 program year as required by the Training and Employment Guidance Letter (TEGL) No. 3-10. The period of performance is from July 1, 2010 to September 30, 2011. Actual and estimated expenditures are expected to have no significant variance. All of PY 2010 deliverables, supplemental reports and consultations been met within the allotted 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 (WID) for the areas and time periods required in a timely manner, following the guidelines issued by the Analyst Resource Center (ARC). By June 2011, 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 2010.

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

2) Produce and Disseminate Industry and Occupational Employment Projections.

During PY 2010, employment projections were prepared for the 2010 to 2012 period for the State and the 2008 to 2018 period for Honolulu MSA, Hawaii County, Maui County, and Kauai County. Staff completed short-term industry and occupational employment projections based on 2010/Q3 for 2012/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 MSA and four counties. Subsequently, staff revised the statewide industry and occupational projections to be consistent with the county data. 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). The short- term employment projections were submitted to the PC & PMP for review in June 2011.

As required, these projection estimates for both the short- and long-term were included in the Workforce Information Database (WID), and were made available to the public through our HIWI website.

Staff attended a Projections Managing Partnership Summit conference in New Orleans in February 2011.

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 2010 that provided data and information on the state and local labor markets for individuals who develop workforce policies and make workforce investment decisions. The report highlighted job trends over the last several years, some over the past ten years, and some trends as long as 20 years, reflecting how the economic downturn has impacted the state's labor market. It also forecasted job openings between 2010 and 2012 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 were sections featuring the products and activities surrounding the green survey under the LMI Improvement Grant last year and up to date listings of advertised job openings.

The Hawaii Labor Market Dynamics report was made available on the HIWI website at the end of September 2011.

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

Labor market information produced by our office in PY 2010 were made available on our HIWI website (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 postings on the HIWI website consisted of the monthly news releases on local unemployment rates and non-farm employment counts, employment projections that were revised for the state and new projections for the four counties, 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 were also accessible on our website, including the Census OnTheMap tools that provide detailed maps and reports showing where people work and where they live for county and rural areas. As earlier mentioned in item #3, the annual economic analysis report for the governor and state WIB titled Hawaii Labor Market Dynamics was disseminated via the HIWI website.

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

Hawaii contracted with Geographic Solutions, Inc. to convert our Internet Delivery System in the fall of 2010. We actively worked with GeoSol to test and deliver a smooth transition from one virtual LMI system to another. Staff also attended a GeoSol conference to network and share website development issues with their comparable cohorts from other states.

Web statistics indicate a fall off in visitor sessions for PY 2010 compared to the previous program year, possibly due to changes in navigating through the newly modified

website. However, no perceptible increase in demand for staff assistance has been noticed. Site users were mainly interested in the current unemployment rate and labor force data, career and occupational information, and wage information. Files receiving the most hits included those on nursing careers, occupational wages, unemployment, and labor market trends. Reports on long-term industry and occupational projections for the state, 2008-2018, and green workforce information were by far the most popular downloaded publications.

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 2010. 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 LMI data supported the statewide workforce development initiatives. We maintained a close working relationship with WIB and WDC by responding to requests for LMI, especially regarding green and healthcare workforce data.

Requests for information on “green jobs” continued throughout PY 2010 from WDC, state and local WIBs, and agencies involved in energy-related activities. We supported the temporary staff that were hired for the Labor Market Information Improvement project funded by the federal American Recovery and Reinvestment Act of 2009. We shared survey and projection methodology information, helped with occupational coding and classification, reviewed drafts, and administratively aided the “green team.” We also tested and reviewed numerous LMI tools such as Transferable Occupation Relationship Quotient (TORQ); The Conference Board Help Wanted OnLine Data Series (HWOL); Economic Modeling Specialists, Inc. (EMSI); and Local Employment Dynamics (LED) for their features in order to improve our HIWI website. A usability report of all of these tools was compiled to satisfy one of the improvement grant deliverables, titled “Web Usability of Hawaii’s Labor Market Information Delivery System.”

Our labor market information resources were also used 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 and the need for specialty nurses in hospital settings and nursing facilities. We shared our existing occupational employment data with them, which unfortunately was not as detailed and geographic-specific as they would have liked, and we were consulted on how best to rectify the situation. Staff has participated in numerous meetings and several skill panels on healthcare and information technology, supported various projects and attended green related conferences and health workshops both locally and on the mainland. We were tasked to develop a top 25 list of healthcare occupations experiencing a shortage situation that was published in the WDC Hawaii’s Healthcare Industry Skill Panels report in February 2011. Additionally, staff has proposed to conduct a survey of healthcare employers and collect certification information from local healthcare licensing boards about the skills that are needed and those that job applicants possess in order to determine appropriate training programs to ease any shortages.

The HIWI website continued providing local LMI data and support to the local WIBs. The WID 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. HIWI has pages for each county for easy one-stop access to data focused around geographical areas. The Local Employment Dynamics (LED) information is linked through HIWI, providing the capability to continually offer county labor data. The LED **OnTheMap** tool on our website supplies 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 publication of green data in PY 2010, staff compared short-term and long-term projections with the green projection findings. As a whole, green jobs showed a much greater potential for growth than the rest of the occupations. Currently, green data is very limited, but as the green industry matures and new coding captures emerging occupations, its impact on the labor force will be revealed. This analysis appeared as an article on the HIWI website at the end of September 2011.

As mentioned earlier, staff developed a list of the top 25 healthcare occupations in the state based on recommendations by WDC and the healthcare skill panels and supported with R&S projected openings data along with recent advertised job openings on HireNet (<http://hawaii.gov/labor/HIRE.NET/HIRE.NET>). Lists for each of our four counties were also generated. The initial healthcare industry lists of labor shortages and projections were reported in the WDC Hawaii's Healthcare Industry Skill Panels publication in February 2011.

R&S also reviewed several health studies regarding physicians and nurses and the kinds of data collected at the local licensing health boards and proposed to conduct a survey of health employers about their job vacancies and find out about the skills health licensees possess in order to identify the skills gap and solve the shortage problem. This proposal became a part of a grant application by WDC in September 2011.

Part B. Customer Consultations

Throughout PY 2010, 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. Our outreach at recent green and clean energy conferences and at the healthcare skill panel meetings attended in the fall of last year provided plenty of feedback about our labor market products from conference attendees.

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, especially regarding work on the healthcare grant application, 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.

Part C. Recommendations for Improvements or Changes to the Deliverables

As the state gradually emerges from the recession, the R&S office needs ETA's continued support for more labor market information tools to produce quality workforce intelligence so that people will know where they can receive appropriate training to acquire the skills necessary 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 Infonet* (HIWI) is the primary delivery system of LMI, and is where updates of the WID database are available online. The WI system needs upgrading to newer technologies for improved information processing and delivery. Additional resources will be required to continually upgrade the current Internet delivery system.
- The Green Jobs Portal website that began in May 2011 will need funding to maintain this vehicle of displaying green jobs data that have 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. Another website currently in development to allow employers to update their contact information as part of the Hawaii's Green Workforce Industry Profiles and Business Directory will also require funding for maintenance.
- Since our state is experiencing a healthcare shortage of physicians and specialty trained nurses, the healthcare industry is seeking to address this issue by applying for a federal grant so that we can obtain 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, surgical, intensive care, etc. More detailed coding in the health field would be helpful.
- 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. With Census support, staff was able to attend the annual LED Partnership Workshop in Arlington, Virginia in March 2011.