

# ETA Annual Performance Report Labor Market Information Services Kansas Department of Labor PY 2012 July 1, 2011 – June 30, 2012

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## Accomplishments

### A. Continue to populate the Workforce Information Database (WIDb) with State and Local data.

The WID is currently populated with all the core data tables. Kansas uses web software from Geographic Solutions and has the capability to display county employment and wage estimates from our *Kansas Wage Survey*. Much of our data is able to be displayed by various geographic areas such as statewide, local workforce area, projections region area, metropolitan statistical area, and county and city levels. The KLIC website is available for review at <https://klic.dol.ks.gov/>. The KLIC website aids in customer self-assisted service for the information they are seeking.

### B. Produce and Disseminate Industry and Occupational Employment Projections.

The statewide 2010 - 2020 Long Term Projections will be completed August 2012. An extension was granted due to a delay in receiving federal data. These projections will be completed by using the methodology outlined by the Projections Managing Partnership. The Long Term projections for the seven projections regions will be completed by the end of the year along with the executive summary, at-a-glance document, top 10/bottom 10 occupation/industry lists, and methodology. These items are being posted on our website and loaded into our WID database.

The following are the tables for statewide and 7 projection regions will be posted on our website:

- Top/bottom 10 occupations by percent growth
- Top/bottom 10 occupations by actual growth
- Top/bottom 10 industries by percent growth

- Top/bottom 10 industry by actual growth
- Top ten occupations by growth in the number openings categorized by educational attainment.

The 2011Q2 - 2013Q2 Short Term Projections were completed July 1, 2012. These projections were completed by using the methodology outlined by the Projections Managing Partnership. For the short term projections, statewide and each of the seven regions included the following data tables:

- Projections by industry
- Projections by occupation

By sorting above tables, the following tables can be extracted:

- Top ten fastest growing occupations
- Top ten fastest growing industries
- Top ten occupations by educational attainment

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

The 2011 Economic Report was completed prior to September 30, 2011. It is a compilation of several data sets collected and maintained by numerous research entities. In addition to the Kansas Department of Labor, the sources of data for this report include the Bureau of Economic Analysis, Federal Housing Finance Authority, U.S. Department of Commerce, U.S. Department of Labor, and U.S. Census Bureau among many others. The following data was highlighted in the report:

- Current Employment Statistics
- Local Area Unemployment Statistics
- Kansas Job Vacancies
- Online Job Openings (Help Wanted Online)
- Short-Term Occupational and Industry Projections (2010 – 2012)
- Long Term Occupational and Industry Projections (2008 – 2018)
- Worklife Earnings
- Gross Domestic Product
- Kansas Exports
- Consumer Price Index
- Average Weekly Wage
- Population Estimates
- Housing Values, Indices, Characteristics, and Sales
- Poverty Estimates

There was a press release and a podcast release of this product. We also used Facebook and Twitter to advertise this product.

## D. Post Products, Information and Reports on the Internet.

- 2011 Edition of the Kansas Wage Survey (added in August 2011)  
LMIS publishes the results of the Kansas Wage Survey annually. Data from this survey is released at statewide, county level, local area and metropolitan statistical area level and the seven projection regions.
- 2011 Edition of the Job Vacancy Survey (added in September 2011)  
LMIS publishes the results of the Kansas Job Vacancy Survey on an annual basis. Data from this survey is released at the statewide level as well as each of the five local areas in the State. It also contains information on job openings in Kansas by business size, industry, occupation, education and benefits and wages.
- Monthly CPI updates  
Detailed Consumer Price Index data is published monthly on the LMIS website. The index is listed for Nationwide, Midwest and Kansas City MSA.
- Monthly Current Employment Statistics (CES) and the Local Unemployment Statistics (LAUS) data  
LMIS publishes this data on a monthly basis along with highlights and bullet points for the agency press release. Nonfarm employment data is published at statewide and metropolitan statistical area level. Local Area Unemployment Statistics data is published at statewide, metropolitan statistical area, county and city level.
- Quarterly and Annual Quarterly Census of Employment and Wages (QCEW) data for statewide, metropolitan statistical area and all counties  
Quarterly and annual QCEW data includes employment and wage data and is presented by industry and by size class.
- Workplace Safety Statistics (2009 CFOI data added in August 2011 and 2010 OSH data added in April 2012)  
Annual workplace safety statistics are published from two programs 1) Census of Fatal Occupational Injuries (CFOI) and 2) Occupational Safety and Health Statistics (OSHS). The most current historical data of occupational injuries and fatalities are available on the LMIS website. A press release announcing the availability of the data was made for all media outlets in the state.
- Kansas Industry and Occupational Projections 2008-2018 (added July 1, 2011)  
Occupational and Industry employment projections are useful sources of information for planning and preparation of educational and training programs, assessing the need of skilled workers in the future and studying long-range trends in occupational employment. The long term projections are created every two years and cover a 10 year time-span. These are produced for the State and seven geographic areas.

- **Monthly News Releases**

The Monthly News Release is released in the third week of each month, and includes information for the prior month. The information included is LAUS data at the county, city, MSA, and statewide levels. Also included is the CES for the MSA and statewide areas, the Midwest CPI, and the most recent UI information. The monthly news release consists of a report which is presented to the Kansas Secretary of Labor and members of the agency's Communications department. Following the report, the information is released to members of the media and the public.
- **Help Wanted On Line (added January 2012)**

A new product being offered by LMIS this year is Help Wanted On Line, or HWOL. Each month, the HWOL data series is used to provide a listing of the top 10 online job openings in Kansas and in each local area. This data is combined with information from other programs in order to provide a summary of the top online openings around the state including wages, education requirements, knowledge, skills, and abilities, and top employers and advertisers. The *Help Wanted Online Data Series™* (HWOL), produced by the Conference Board, provides a measure of labor demand by offering a comprehensive listing of unique, online advertised job vacancies from over 1,200 internet job boards and newspaper websites nationwide. This data is updated monthly on our KLIC website.
- **Regional Focus (added January 2012)**

Another new product LMIS is pleased to offer is Regional Focus. Regional Focus combines information from a variety of Labor Market Information programs into one easy-to-use site. The data is presented for each local area in Kansas according to five major topic areas—unemployment activity, employment and wage data, current job openings, employment projections and labor mobility. It includes the following information for the most current time period available: unemployment rates, initial claims for unemployment insurance, employment by industry, top 10 employers, entry level, mean, and experienced wage rates, online job openings, education requirements and benefit offers for job vacancies, projected demand by occupation, and commuting patterns. This data is also updated monthly on our KLIC website.
- **Kansas In Demand Jobs**

Kansas In Demand Jobs, also known as High Demand is a list of Kansas jobs that are in-demand by employers today. As shown in our employment projections, they will also be in-demand two years from now and also ten years from now. The in-demand projections are made using both the Long and Short Term Occupational Outlook, as well as the results of the Job Vacancy Survey. The High Demand data is updated on an annual basis.
- **Affirmative Action**

The Kansas Department of Labor Affirmative Action Report is intended to assist in the development of affirmative action plans. The methodology used to generate the Kansas 2010 Affirmative Action report has changed from previous years.

Previously the ratios, for the Labor Force section, were derived from the most recent U.S. Census data along with the Bureau of Labor Statistics' (BLS) Local Area Unemployment Statistics (LAUS) data to estimate Labor Force data for the years between the centennial years. For the 2010 census year the Census Bureau ceased collection of labor force data by race and gender; therefore eliminating the possibility for the Kansas Department of Labor to calculate the needed ratios. In our commitment to continue providing the Affirmative Action report to our customers, the 5-year rolling estimates of the labor force data provided by the American Community Survey (ACS) will be used. The ACS is a branch of the Bureau of Labor Statistics.

## **E. Partner and Consult on a Continuing Basis with Workforce Investment Boards and Key Talent Development Partners and Stakeholders.**

LMIS has continued to work with Workforce Investment Boards and other stakeholders in PY 2011. The interaction with different groups has helped promote LMIS increase visibility in the State of Kansas.

### Economic Growth Sub-Cabinet Committee:

This is a group of the Governor's cabinet members tasked with researching and developing Economic Growth and workforce development ideas and initiatives. This group also worked with the National Governors' Association (NGA) and other institutions to seek input. LMIS provided support by researching and providing labor market and other economic data and helped in developing economic development and workforce development initiatives.

### Kansas Works:

Kansas Works is the State Workforce Board. LMIS provides support in terms of expertise and data for Kansas Works projects such as the Workforce Study Task Group. Representatives from LMIS are present in state workforce meetings and respond to any requests for data.

Kansas LMIS also participates in a sub-committee formed by the Kansas Works Board which is tasked with determining ways to identify "high demand" occupations for state and local workforce boards. LMIS has designed new methodology for deriving a "high demand" occupations list and a mechanism for which it would be presented to the State and Local workforce boards for feedback.

### WIA Allocation Formula:

Workforce Investment Act Funding Allocation Formula: KDOL collects data, develops and calculates the Workforce Investment Act (WIA) funding formulas.

### Reemployment & Eligibility Assessments (REA):

There is a national vision for reemploying Unemployment Insurance (UI) claimants. There are four critical steps for implementation which include: comprehensive system that has a "common front door" supported by integrated registration/customer record, real time triage - integrated information driving service delivery at all points in the service delivery

cycle; focus on skills transferability, and social media used for outreach and service delivery. LMIS worked with Kansas Department of Commerce and Upjohn Institute to implement the REA/RES program.

Kansas Health Profession Opportunity Project (KHPOP):

Partners will use these grant funds to provide healthcare education, training and employment for 500 TANF recipients and other low-income individuals statewide. The KHPOP features several innovative elements: career coaches, incentives for GED completers, financial assistance for employers, high-definition video conferencing, Work Opportunity Tax Credit and Federal Bonding. Grant funds will additionally cover the salary of one project director and ten career coaches statewide. The grant was awarded to Kansas in September 2010 and is in the second year of a five-year performance period. LMIS provides the much needed occupational information KHPOP relies on when deciding where future openings will be in the healthcare workforce. This information includes long-term occupational projections, short-term occupational projections, Job Vacancy Survey information, Occupational Employment Statistics and High Demand Occupations information. LMIS also provides assistance to the group in analyzing and customizing this data to fit their specific needs.

HCWP:

The Health Care Workforce Partnership (HCWP) Committee was formed in response to Health and Human Services' notice of funding availability and subsequent grant award. This grant was provided as a resource for states to plan and implement programs aimed at increasing the supply of primary health care professionals, and as part of a larger effort at the national level, to assess the workforce supply and demand, and develop uniform and consistent data sets on health care professionals in order to identify and address key health professions issues, and develop informed workforce policies. LMIS provides the latest occupational information to the HCWP. This includes many of the same types of data provided to the KHPOP group, long-term occupational projections, short-term occupational projections, Job Vacancy survey data, Occupational Employment Statistics data, and High Demand occupations data. LMIS further assists HCWP in analysis of this data insuring that appropriate conclusions are taken from the data provided. The HCWP will bring critical partners together to develop a comprehensive strategic plan that increases primary health care professionals in Kansas by 10-25% over the next ten years and to accomplish the grant's seven objectives, which are as follows:

- Analyze State labor market information in order to create health care career pathways for students and adults, including dislocated workers;
- Identify current and projected high demand State or regional health care sectors for purposes of planning career pathways;
- Identify existing Federal, State, and private resources to recruit, educate or train, and retain a skilled health care workforce and strengthen partnerships;

- Describe the academic and health care industry skill standards for high school graduation, for entry into postsecondary education, and for various credentials and licensure;
- Describe State secondary and postsecondary education and training policies, models, or practices for the health care sector, including career information and guidance counseling;
- Identify Federal or State policies or rules to developing a coherent, comprehensive health care workforce development strategy and barriers and a plan to resolve these barriers; and
- Participate in programmatic evaluation and reporting activities.

Presentations:

Presentations of LMIS Data have also been presented to the Consensus Revenue Estimating Committee, the Wichita Workforce Center and the Kansas Postsecondary Technical Education Authority. These presentations included Workforce Development Issues, instructions on using the LMIS KLIC website as well as overview presentations about the KS economy and Labor Market Information Services using all the data we have in our division.

Other Activities:

LMIS participated in economic development and workforce development meetings, such as:

- Governor's Service Sector Summit – November 2011
- Annual Kansas Workforce Summit – January 2012

Some of LMIS' other workforce and economic activities include:

- Development of a broad LMI training for workforce center staff – currently working with the Department of Commerce to develop this training
- Update the profiling model to provide better data for RES services
- Partner in a group which is implementing the State Longitudinal Database grant by providing labor market and UI data with the Kansas Board of Regents
- Partnering with the Department of Corrections and continuing a Memorandum of Understanding to share data
- Respond to more than 400 special requests we have received for labor market data.

## **F. Conduct Special Studies and Economic Analyses.**

2011 Kansas Job Vacancy Survey

Each year LMIS puts together the Job Vacancy Survey which is one of our major studies. Based on internet download numbers each year this is a widely used product and is an invaluable resource to our customers, including the state and local workforce boards.

Approximately 3,000 employers across the state of Kansas were surveyed during the second quarter of the year. These employers range in geographic area, industry, and size class.

The results of the survey are presented in the following categories:

- a. Job vacancies by occupations
- b. Job vacancies by industry and size class
- c. Job vacancies by education requirement
- d. Job vacancies by length of opening
- e. Job vacancies by wages offered, and
- f. Job vacancies by benefits offered.

This data is published for statewide and five local areas. The 2011 Job Vacancy Survey was released in September 2011.

#### 2011 Kansas LMIS Customer Satisfaction Survey

The 2011 LMIS Customer Satisfaction Survey was conducted to examine the current level of satisfaction of LMIS customers. The survey examined the level of satisfaction with:

- Response timeliness
- Response follow-up
- Information accessibility
- Employee knowledge
- Customer service
- Data quality/accuracy
- Product utility

The survey also solicited suggestions from respondents for future development and improvement. The demographics of the respondents were also analyzed by such things as occupation, county, and industry. The Customer Satisfaction Survey is not released publicly, but kept for internal use only. The 2011 report was finished in March 2012 with a 40.8% response rate.

#### 2011 Unemployment Insurance Reference Guide

The UI Reference Guide contains information about Trust Fund balances for the past ten years, as well as the factors impacting those balances. The guide also presents trends in unemployment rates, benefit payments and employer contributions for this ten year span. In addition, a listing of recent changes in the Kansas employment security laws enacted by the Kansas Legislature is included. The 2011 report was completed in March, 2012.