



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Labor and Training

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Lincoln D. Chafee
Governor

Charles J. Fogarty
Director

September 17, 2012

Ms. Holly O'Brien
Regional Administrator
U.S. Department of Labor
Employment and Training Administration
John F. Kennedy Federal Building
Room E-350
Boston, Massachusetts 02203

Dear Ms. O'Brien

Enclosed is Rhode Island's Annual Performance Report for the Program Year 2011 Workforce Information Grant as required by Training and Employment Guidance Letter 4-11. The report outlines the products, services and activities for which grant funds were expended during PY 2011. This report will also be electronically submitted in .pdf format to the Boston Regional Office.

If there are any questions concerning this submittal, please contact Robert Langlais, Assistant Director for Labor Market Information, at (401) 462-8767.

Sincerely,

Charles J. Fogarty
Director
RI Department of Labor and Training

Constance A. Howes
Chair
Governor's Workforce Board - RI

CJF/rjl

Enclosures

RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING
Division of Labor Market Information

Program Year 2011 State Workforce Information Grant
Annual Performance Report

Workforce Plan Deliverables and Outcomes

(1) Populate the Workforce Information Database with state and local data.

Rhode Island is currently using version 2.4 of the Workforce Information Database in its on-line web application (*EmployRI*) from Geographic Solutions Inc. All of the core tables have been populated with the latest available information in accordance with the guidelines issued by the Analyst Resource Center. We will upgrade to version 2.5 as soon as our vendor upgrades to version 12.1 of its software application sometime next year.

Our licensing data tables were updated in 2011. The data tables were submitted to the National Crosswalk Service Center for inclusion in America's Career InfoNet web site last year.

(2) Produce and disseminate industry and occupational projections.

During PY 2011, RI completed the production of its 2010-2020 long-term industry and occupational projections. These were submitted to the Projections Managing Partnership at the end of July 2012. Various publications and brochures will be updated using the latest projections during PY 2012.

RI also completed the production of statewide short-term occupational projections for the 2011 to 2013 period in June 2012 and used the data to populate our Workforce Information Database.

As outlined in the addendum to our Statement of Work Certification in our PY 2011 grant application, RI does not produce sub-state long-term projections due to the small size of the state. RI is one large labor market where workers can commute to work throughout. As such, it makes little sense to expend resources to develop sub-state projections that would essentially mirror our statewide projections.

(3) Conduct and publish relevant economic analyses, special workforce information, and/or economic studies determined to be of benefit to the governor and state and local WIBs.

- LMI will complete compiling, publishing and distributing (hard copy and electronically) its annual *Rhode Island Employment Trends and Workforce Issues* by September 30, 2012. A .pdf copy of the report will be electronically submitted to

the regional office. This publication includes data on the labor force and job trends; industry employment; the impact of the recession; local employment dynamics; characteristics of the insured unemployed; UI claims; annual job vacancy survey results; labor supply and demand trends from the Conference Board; industry and occupational projections; job training requirements; and information from the American Community Survey on educational attainment, workforce participation and median earnings by education level. An electronic copy will be available on our web site at www.dlt.ri.gov/lmi/pdf/trends.pdf.

- The LMI division conducted its biennial ***RI Employee Benefit Survey*** in the winter of 2012 and is available on our LMI website at www.dlt.ri.gov/lmi/ebs.htm. The survey provides information on employer provided benefits including health insurance, paid time off, tuition reimbursement and retirement plans offered to full- and part-time workers.
- The LMI division conducted its annual ***Job Vacancy Survey*** in the spring of 2012. A summary of the results will be published in the fall and will be available on our LMI web site at: www.dlt.ri.gov/lmi/jvs/results12.htm. The survey provides accurate, objective and timely information on the quantity and quality of job vacancies throughout the Ocean State. Job vacancy statistics supply a measure of employer demand for workers in local communities and an analysis of job vacancy characteristics, including wages and benefits, education and experience requirements, and full or part-time status. When combined with other statistics, such as unemployment rates and occupational wage levels, job vacancy data can provide a good indicator of labor market tightness, labor force shortages and the overall health of state and local labor markets.
- RI initiated a new ***Quarterly Labor Supply and Demand*** quarterly report using claims data and job openings data from our RI job board. This report was developed in response to positive feedback we received from customers on our Labor Supply and Demand slide which is included in many LMI presentations. The report compares EmployRI job postings from our netWORKri job board with the availability of Unemployment Insurance claimants in those job areas. This report will be produced quarterly and may replace our annual Job Vacancy Survey. Can be found at: www.dlt.ri.gov/lmi/publications/supply&demand.htm
- LMI also implemented a quarterly review of the monthly job numbers produced by the Bureau of Labor Statistics (BLS) using quarterly UI Tax data reported by employers to forecast expected revisions in the job numbers when annual benchmarking process is conducted. This review was in response to the divergence we were seeing in the official job numbers and the latest data reported by employers. The latest report for the first quarter of 2012 is on our web site at: www.dlt.ri.gov/lmi/publications/jobrevisions.htm. This review will be conducted quarterly by LMI in order to provide the Governor's office and state revenue estimators a more current view of the job trends in RI.
- Provided Targeted Employment Area (TEA) Designation materials throughout the program year for several employers interested in opening Regional Centers and TEA project designations under the EB-5 Visa program of the United States Center for Immigration Services. The TEA process encourages the creation of jobs through foreign investment at businesses in high unemployment areas.
- LMI completed its annual ***Employment and Wage Analysis by County*** publication. The Governor's Workforce Board distributed this and our 2011 ***Employment Trends***

and Workforce Issues report at a Chamber of Conference Meeting in July 2012. LMI staff also provided an overview of the services offered by LMI at that meeting.

(4) Post products, information and reports on the Internet.

All LMI and Workforce Information products, information and reports are posted to our Labor Market Information web site (www.dlt.ri.gov/lmi). Our LMI web site was substantially revised during the past program year to make our data and publications more easily accessible by our customers.

LMI also uses an e-mail notification system to alert registered users to new products as they are released. In addition, LMI uses Web Trends to measure the popularity of the various products, reports and data sources on our web site.

Reports released in the last year include:

- *RI Employment Trends and Workforce Issues* at www.dlt.ri.gov/lmi/pdf/trends.pdf. This report provides an overview of the current employment situation in Rhode Island, the condition of our job market, labor force and unemployment levels, our expected future job growth and the effect that population trends and demographic changes may have on Rhode Island's ability to meet the new job demands.
- *State of the State: A Statistical Profile of Rhode Island's Cities and Towns* at www.dlt.ri.gov/lmi/pdf/stateofstate.pdf
- *RI Job Vacancy Survey 2011* at www.dlt.ri.gov/lmi/jvs/results11.htm. The survey provides accurate, objective and timely information on the quantity and quality of job vacancies throughout the Ocean State. Job vacancy statistics supply a measure of employer demand for workers in local communities and an analysis of job vacancy characteristics, including wages and benefits, education and experience requirements, and full or part-time status.
- *Biennial RI Employee Benefit Survey* was completed in May 2012. A four page summary is available on LMI website at <http://www.dlt.ri.gov/lmi/ebs.htm>. A trend analysis showing changes in the percentage of employers providing health care coverage over the last four surveys is also available on website and in hard copy.
- The *RI 2011 Occupational Wage Rates* were posted on the LMI website at <http://www.dlt.ri.gov/lmi/oes/statealpha.htm>. The Wage book and pamphlet have been updated and are available on web at <http://www.dlt.ri.gov/lmi/oes/wagereport.htm>. The 2011 data include three measures for each occupation: education; previous work experience; and on-the job training. These measures replace the single education and skill level that was previously used.
- Our *Monthly Employment Bulletin* is a monthly newsletter that provides information on Labor Market Information (LMI) and Department of Labor and Training (DLT) activities, the civilian labor force statistics, employment by industry, manufacturing hours and earnings, as well as various other economic data. Can be found at: www.dlt.ri.gov/lmi/publications/bulletin.htm
- RI quarterly *Labor Supply and Demand Report* - Unemployment insurance claimants represent an able and available *supply* of trained labor. On-line postings represent a current *demand* for labor. A comparison of these two datasets provides an indication of occupational groups for which labor supply is sufficient to meet

employer's current needs and for which there is a shortage of trained workers available to meet employer's current demands. Can be found at:
www.dlt.ri.gov/lmi/publications/supply&demand.htm

- ***Multiple Jobholders in the Ocean State – 2011*** data. Can be found at:
www.dlt.ri.gov/lmi/publications/mjh.htm
- ***Projected Revisions to RI Job Numbers – 1st Quarter 2012*** – A analysis of RI jobs data using the latest Quarterly Census of Employment and Wages to predict job levels through March 2012 and compare results with published BLS job counts from the Current Employment Statistics program. The report indicates that there maybe large revisions in the current numbers when the annual benchmarking process is completed next March. See: www.dlt.ri.gov/lmi/publications/jobrevisions.htm
- ***RI Employment and Wage Analysis by County – 2011*** - This annual report provides a brief overview of the employment situations in Bristol, Kent, Newport and Washington Counties, as well as two distinct areas of Providence County — Northern Rhode Island and Providence Metro. Can be found at:
www.dlt.ri.gov/lmi/es202/county.htm
- ***Hospital Employment in Rhode Island*** – produced at the request of the Hospital Association of RI

(5) Partner and consult on a continuing basis with workforce investment boards and other key workforce and economic development partners and stakeholders.

- LMI staff attended a Governor's Workforce Cabinet meeting in July 2011.
- LMI staff participated in an LED webinar on "Polygons, Points & Plumes, oh my!" sponsored by the Corporation for a Skilled Workforce in August 2011.
- LMI Director attended several monthly meetings to discuss the latest job and unemployment numbers with the Governor and/or his senior staff.
- The LMI Director attended the Census LED Conference in March 2012.
- LMI participated in the preparation of a successful grant proposal for a Workforce Data Quality Initiative grant for the State. The three-year grant includes funding for LMI analysis. (April). LMI also participated in a webinar with Workforce Development staff on June 26th that provided information on the new grant requirements.
- Provided statistics to our State Workforce Investment Office for WIA funding – included unemployment rates, claims data and employment.
- Provided information on the RI manufacturing sector to the Governor's Workforce Board for a Request for Proposal to select a manufacturing industry partner.
- Provided data on Marine Trades to New England Tech for a grant opportunity.
- Provided data to the Hospital Association of Rhode Island on employment and staffing patterns at RI hospitals.
- LMI staff members reviewed training grant applications for the Governor's Workforce Board to help then select the best options. LMI staff also provided employment levels and industry codes for grant applicants.
- LMI provided Business Service Representatives from our netWORKri offices with information on the types of data LMI has available of interest to their business clients and the qualifying requirements for the RI 10% Investment Tax Credit program.

- LMI surveyed employers most likely to employ CNA's, RN's and LPN's on behalf of RI Center for Nursing Excellence to help determine future staffing needs for the industry.
- LMI served on a committee for Dorcas Place focusing on the feasibility of offering assistance to foreign workers trained in certain occupations in their county to see if they could be employable here. LMI staff provided information to help committee members decide whether assistance should be given to those trained as accountants, engineers and teachers. Dorcas Place assists low-income adults in realizing their full potential through literacy, employment, advocacy and community involvement.
- LMI Director testified at the State Revenue & Caseload Estimating Conferences in November 2011 and in May 2012. Testimony at the May conference included a first look at expected job number revisions for the second half of 2011 based on an analysis of the quarterly UI Tax reports received from employers.
- LMI Director presented information on the RI workforce along with Dr. Yolanda Kodrzycki of the Boston Federal Reserve and Dr. Edinaldo Tebaldi of Bryant University at a meeting hosted by the RI Public Expenditures Council for the Governor and several senior administration officials.
- LMI staff provided information on Women in Business to the Newport Chamber of Commerce.
- LMI staff provided labor force statistics by Census Tract to Meeting Street School.
- LMI staff provided labor market information at a Scituate High School career day/job fair.
- LMI staff served on a committee with RI Public Expenditures Council and Governor's Workforce Board charged with the responsibility of providing a Biennial Plan and review of the RI Economic Development Corporation to the state legislature. LMI provided extensive customized labor supply and demand data focusing on industry patterns, occupational projections, Unemployment Insurance claimant demographics and population data.
- LMI provided the Workforce Development unit a detailed analysis of occupations for which apprenticeship programs are available.
- LMI staff provided Workforce Investment Office and Workforce Development Services with customized labor market information and analysis for inclusion in their biannual plans.
- Provided Cheryl Burrell (Administrator, RI Department of Administration, and Human Resources Outreach & Diversity Office) with Occupation Groups by Gender, Race & Ethnicity for Rhode Island & City of Providence for use in developing an affirmative action plan for the municipality.
- Provided employment data for selected industry sectors to Middletown Town Planner.
- Provided an explanation for RI's high unemployment rate for its Hispanic population (highest in country two years in a row) to our Marketing/Communications Unit for an article published in the Providence Journal.
- LMI staff participated in two ETA Regional conference calls in March and April 2012 in preparation for the Regional Roundtable. Four LMI staff attended the joint BLS/ETA LMI Roundtable meeting to discuss workforce issues and grant requirements in Boston, MA. from June 27-28.

- Staff participated in a webinar on Customizing a State's Local Employment Dynamics to Facilitate Use of Longitudinal Employment Dynamics (LED) Data offered by the Bureau of the Census LED group.

Economic Overviews focusing on LMI population and employment data and trends were provided to the following groups in this program year:

- Governor's Workforce Board annual board meeting
- School Counselors' Advance Transition Conference
- Ocean State Employer Service Network (OSESN)

Customer Consultations

- LMI held a focus group with in-house users of our annual *RI Employment Trends and Workforce Issues* report to solicit feed-back and suggestions for this year's publication. Representatives from LMI, our Marketing/Communications Unit, the Governor's Workforce Board and the Employer Services Unit provided useful feedback.