

Wyoming's PY 2011 Workforce Information Grant Performance Report

Introduction

The merger between Wyoming's Department of Workforce Services (DWS) and Department of Employment was finalized at the beginning of PY 2011. As mentioned in our PY 2010 Workforce Information Grant Performance Report, with the Agency consolidation, Research & Planning became part of the Office of the Director and now reports directly to the Agency Director. This re-alignment has placed us in a better position to assist the Director in making informed decisions based on Labor Market Information. In addition, it has also provided R&P with more leveraging power, through the Director, to move necessary projects forward both within DWS and throughout other agencies. Another advantage is that Research & Planning's Manager, Tom Gallagher, is now a member of DWS's Executive Leadership Team which facilitates our input across all programs within the agency.

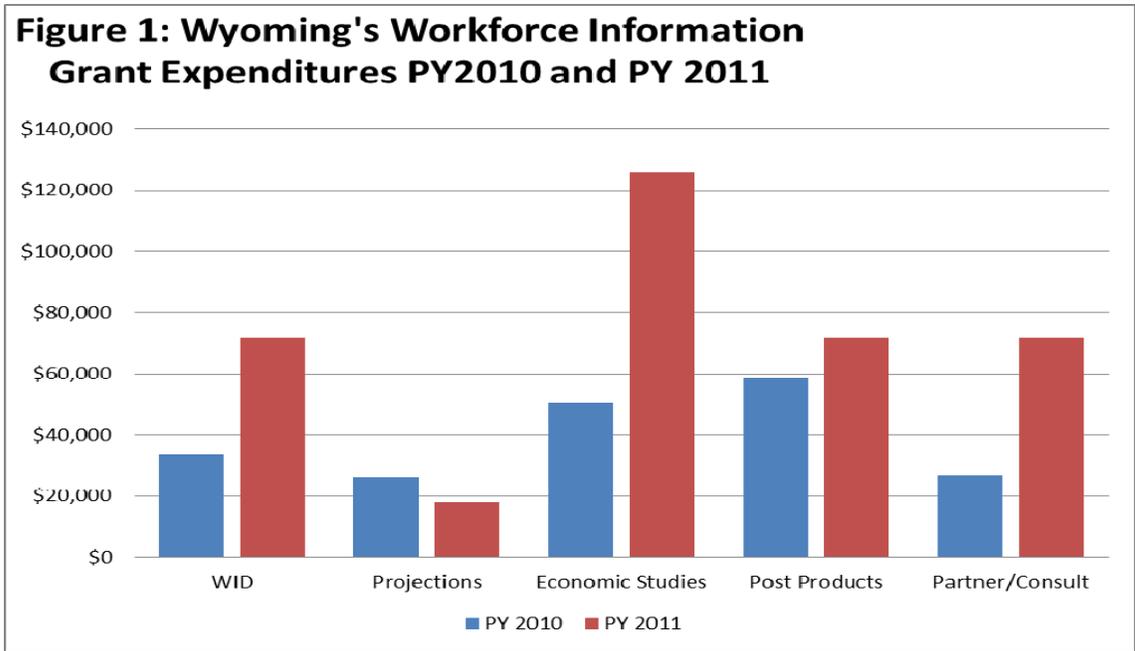
Proposed state budget cuts may have a minor indirect impacted on R&P which relies primarily on federal funds. Two grants that were a major funding resource for R&P in PY 2010, American Recovery and Reinvestment Act (Green Grant) and the Health Resources and Services Administration (Health Care Workforce), were wrapped up in July and August of PY 2011. Both grants allowed R&P to establish and foster relationships with the LMI shops in other states, as well as, other agencies and organizations in Wyoming. Much of the work related to the Health Care workforce has been carried forward in PY 2011 and R&P continues to collect data from 15 of Wyoming's Health Care Licensing Boards and creates labor market information (LMI) dashboards to inform Wyoming's residents and policy makers of the current status of our health care workforce.

Research & Planning received significant funding for the period of March 2012 to June 30, 2014 as part of our Legislature's General Government Appropriations Bill. The health care workforce studies and ongoing LMI dashboards were driving factors in the Legislative Service Office decision to support funding of a study of Wyoming's Public

Schools' (NAICS 611100) labor market. Additionally, these funds are to evaluate the outcome of our states Hathaway Scholarship program. This funding and corresponding research to support the development of a state funded State Longitudinal Data System is a major reason for R&P requesting an extension on this deliverable.

Research & Planning lost one of our primary researchers in PY 2011 that significantly impacted our ability to respond customer requests in a timely manner. While a suitable replacement has joined R&P it is important to note that there is a steep learning curve when a new researcher joins our staff. Most of our Labor Market research is built on a foundation of large administrative databases which must be mined to conduct necessary research. Most researchers do not have the experience needed to program in Standard Query Language (SQL) or work with SQL\Oracle server software.

With the exception of this report, R&P has completed the requirements of the PY 2011 WIG on time and within the specified framework. The combination of our organizational restructure and funding sources with diverse research objectives has allowed us to partner with several state, local, and private entities and increase the awareness of Labor Market Information (LMI) products.



Lastly, R&P's spending pattern in PY 2011 has changed relative to our spending in PY2010 (See Figure 1). R&P carried over \$85,055 from PY 2010 into PY 2011, received \$280,219 at the beginning of PY 2011. At the end of PY 2011 R&P has spent all of the PY 2010 funds and \$274,047 of the PY 2011, leaving a carry-over amount of \$6,172 as we head into PY2012. As we mentioned in last year's report the automation of the projections methodology decreased spending on the deliverable with most of the expense in due to refinements related to OES program coding change. Therefore, the balance of our expenditures shifted to the WID (moving to a virtual LMI on GeoSol), economic studies, and partnerships and consultations.

A. Accomplishments

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

Outcomes of this objective:

R&P has not moved to WID version 2.5 and remains on version 2.4. Wyoming has recently joined 24 other states that contract with Geographic Solutions (GeoSol) to host their WID in a virtual LMI setting. It is hoped that this will streamline the use of LMI for clients of Wyoming's labor market exchange (Wyoming @ Work) system also hosted by GeoSol. The process of working with GeoSol to get our data from our WID into their database host, insure CIPSEA compliance on the data provided to GeoSol, and explore and test the various tools available on the Virtual LMI module made the transition to WID version 2.5 unfeasible.

Research and Planning has downloaded the shell of version 2.5 and explored mapping the old 2.4 fields to the newer 2.5 version. Once we are satisfied that the data we are providing to GeoSol is complete and we have mastered the use of their data loader we will transition to version 2.5.

R&P received funding in PY 2011 from the ARC consortium for an analyst to attend, participate, and report back to R&P on all activities related to the ARC consortium during PY 2011.

Weblinks:

[A Guide to Licensed Occupations in Wyoming](http://doe.state.wy.us/LMI/dir_lic/WY_Licensed_Occs_Fall_2011.pdf)

http://doe.state.wy.us/LMI/dir_lic/WY_Licensed_Occs_Fall_2011.pdf

[An Introduction to Licensed Occupations in Wyoming](http://doe.state.wy.us/LMI/trends/0911/0911.pdf)

<http://doe.state.wy.us/LMI/trends/0911/0911.pdf>

Extent to which the activities conform to schedule:

The WID portion of the WIG does not conform to specified guidelines and an explanation was given.

Actual aggregate expenditures and variance:

Actual Expenditures - \$71,820, additionally Department of Workforce Services funds were leveraged to purchase the Virtual LMI module.

2) Produce and disseminate industry and occupational employment projections.

Outcomes of this objective:

R&P produced both statewide short-term (2011-2013) and sub-state long-term (2011-2021) industry and occupational projections by sub-state regions. The projections are included in the WIDb and have been submitted to ETA as required.

Wyoming continued to produce projections using our own methodology in PY 2011 as outlined in our PY 2010 performance report. R&P provided ETA a methodology paper demonstrating the increased precision, ease of explanation, and timeliness associated with our projections program. Despite this it is acknowledged that the ETA has changed the projections deliverable, specifying the use of the Projections Management Partnership software going forward in PY 2012. Therefore, we have downloaded the SQL Server based version and are beginning exploration of its use and will utilize it to create projections in the coming year. The projections generated from the software will be provided to the ETA as our deliverable requires.

Weblinks:

Now Online: New Wyoming Long- and Short-Term Occupational Projections by Industry Now Available

<http://doe.state.wy.us/LMI/trends/0811/0811.pdf>

Wyoming's Short-Term (2011-2013) and Long-Term (2011-2021) Industry and Occupational Projections; Statewide/All Industries by Occupation, Major Industries by Occupation, and Sub-State Regions by Occupation

http://doe.state.wy.us/LMI/projections/WY_Occ_Proj_2011_2021.pdf

Extent to which the activities conform to schedule:

The industry and occupation projections portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$17,995, we continue to use state funds to capture a sample survey of new-hires in Wyoming. This program was developed using ARRA funds and the results have been used to compliment the projections methodology

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

Outcomes of this objective:

As with previous years R&P staff generated data, analyses, and text for an Annual Economic Report. Once again draft reports were provided to the DWS marketing team who completed the report making it un-publishable as an R&P product. Therefore, the report is excluded from this section but can be found at

<http://wyowdc.org/docs/councilannualreports/annualreport2012.pdf>. Additionally, R&P made significant contributions to DWS's Wyoming Workforce Investment Act (WIA) Five Year Strategic Plan and WIA Performance Report <http://wyowdc.org/docs/2012-Integrated-Workforce-Plan.pdf>

During PY 2011 R&P completed work on studies of the impact of Energy Efficiency and Health Care Reform policies on Wyoming's labor market. Interest in Occupational Fatalities, Long-term unemployed, and the efficacy of the Labor Exchange System remained high. New threads of interest revolve around Wyoming's Public Schools labor

market and training & public assistance program outcomes. The following list briefly outlines an economic analysis conducted and published by R&P in PY 2011 and is by no means exhaustive. It does demonstrate that R&P is adaptive and responsive to current issues of interest and our research agenda follows suit.

Energy Efficiency Studies

R&P completed work on research investigating the impact of ARRA funds on Wyoming's Labor Market. Wyoming was a member of the Rocky Mountain and Northern Plains Consortium (Montana, Wyoming, South Dakota, Nebraska and Iowa) and coordinated efforts resulted in five state combined publication and several Wyoming specific reports.

Weblinks:

Training for What? Part 3: Skills and Training Needs in Wyoming's Manufacturing Industry. <http://doe.state.wy.us/LMI/trends/0711/0711.pdf>

Training for What? Part 4: Skills Needs in Manufacturing.
<http://doe.state.wy.us/LMI/trends/0711/0711.pdf>

[New Hires Survey: Tables by Industry \(Four Quarters -- 2009Q4 to 2010Q3\)](http://doe.state.wy.us/LMI/newhires.htm)
<http://doe.state.wy.us/LMI/newhires.htm>

Training for What? Part 5: Examining the Gender Wage Gap Among New Hires in Wyoming's Manufacturing Industry

ARRA Dynamics in the Labor Market: Part 2

State Level Legislation Regarding Energy-Efficient Technologies

Legislation and Regulatory Landscape Regarding Energy Efficient Technologies:
Impacts on the Regulatory Environment

Text Mining Analysis of the New Hires Survey

<http://doe.state.wy.us/LMI/trends/0811/0811.pdf>

Healthcare Reform (HRSA Funded)

R&P continued to collect data from Wyoming's health care licensing boards and completed a full report on the health care workforce and wrapped up the grant in August 2011. R&P is currently in the process of creating occupation specific dashboards and

will publish research in the coming year with common data elements across state employees, licensed healthcare, and public schools.

Weblinks:

Health Care Workforce Needs in Wyoming: Advancing the Study
<http://doe.state.wy.us/lmi/occasional/occ6.pdf>

Dashboard: Nursing Employment in Wyoming
<http://doe.state.wy.us/lmi/nursing.htm>

Publication Examines Wyoming's Health Care Workforce Needs
<http://doe.state.wy.us/LMI/trends/1211/1211.pdf>

An Update on Nursing Employment in Wyoming
<http://doe.state.wy.us/LMI/trends/1211/1211.pdf>

Occupational Safety and Health

An occupational health and safety epidemiologist position was moved from the Governor's office to the DWS Workers Compensation Division in PY 2011. While we are still developing a relationship with the epidemiologists office he has consulted with us on several occasions about building a longitudinal database. Below are a few of the studies R&P published last year.

Weblinks:

Census of Fatal Occupational Injuries: Wyoming Occupational Fatalities Rise in 2010
<http://doe.state.wy.us/LMI/trends/0711/0711.pdf>

Do Claimants Stay on Workers' Compensation Longer During Tough Economic Times?
<http://doe.state.wy.us/LMI/trends/0512/0512.pdf>

The Survey of Occupational Injuries and Illnesses for 2009 and 2010
<http://doe.state.wy.us/LMI/trends/0112/0112.pdf>

Other Economic Studies

The studies listed below do not fit into a major theme as those listed above but give a general overview of the diverse research conducted by R&P related to Wyoming's labor force.

Unemployment Insurance Trust Fund: An Overview of Wyoming's Unemployment Insurance Trust Fund and Trust Fund Liability
<http://doe.state.wy.us/LMI/trends/1011/1111.pdf>

Even During an Economic Downturn, Wyoming Employers Continued to Hire New Workers
<http://doe.state.wy.us/LMI/trends/0612/0612.pdf>

Fewer Workers Commuted During Economic Downturn
<http://doe.state.wy.us/LMI/trends/0412/0412.pdf>

A Decade Later: Tracking Wyoming's Youth into the Labor Force
<http://doe.state.wy.us/LMI/trends/0312/0312.pdf>

A Decade Later: Tracking Wyoming's Youth into the Labor Force
http://doe.state.wy.us/LMI/w_r_research/A_Decade_Later.pdf

Wyoming Benefits Survey 2011
<http://doe.state.wy.us/LMI/trends/0212/0212.pdf>

Presentation on STEM and Health Care Occupations Available Online
<http://doe.state.wy.us/LMI/trends/0112/0112.pdf>
http://doe.state.wy.us/lmi/presentations/STEM_02092012.pdf

Wyoming Labor Market Information – There's a Website for That!
http://doe.state.wy.us/lmi/presentations/wy_wkfc_2012_conf_lmi.pps

Wyoming's Labor Market: A Brief Overview
http://doe.state.wy.us/lmi/presentations/KIWANIS_2012_FEBRUARY.pps

Extent to which the activities conform to schedule:

The Conduct and publish relevant economic analyses portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$125,686, additional funds were leveraged from ARRA, HRSA, and Legislative Funding.

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

All products that R&P produces under this grant are posted on R&P's main website (<http://doe.state.wy.us/LMI>). Posted products under this grant include:

Research & Planning Publications, Websites, and Presentations, PY 2010

Wyoming Labor Force Trends – Issue and Title

Wyoming Research & Planning's Economic Analysis Reports & Special Studies; Articles, Publications, Websites, and Presentations

Wyoming Labor Force Trends articles

June 2012

<http://doe.state.wy.us/LMI/trends/0612/0612.pdf>

- Even During an Economic Downturn, Wyoming Employers Continued to Hire New Workers
- Latest Occupational Wage Data Now Available
- Wyoming Employment Grows from 2010 to 2011
- Occupation Spotlight: Plumbers, Pipefitter, & Steamfitters
- Wyoming Jobless Rate Unchanged at 5.3% in April 2012

May 2012

<http://doe.state.wy.us/LMI/trends/0512/0512.pdf>

- Do Claimants Stay on Workers' Compensation Longer During Tough Economic Times?
- Long-Term Occupational Projections: 2011 to 2021
- Wyoming Unemployment Rate Falls to 5.3% in March 2012

April 2012

<http://doe.state.wy.us/LMI/trends/0412/0412.pdf>

- Local Jobs and Payroll in Wyoming: Large Job Gains in Oil & Gas and Related Sectors in Third Quarter 2011
- Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2002Q4 to 2011Q4
- Fewer Workers Commuted During Economic Downturn
- Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, Fourth Quarter 2011
- Quarterly Turnover Statistics by Industry, Third Quarter 2011
- Workers' Compensation Claims: Fourth Quarter 2011
- Wyoming Jobless Rate Falls to 5.4% in February 2012

March 2012

<http://doe.state.wy.us/LMI/trends/0312/0312.pdf>

- A Decade Later: Tracking Wyoming's Youth into the Labor Force
- Wyoming Mass Layoff Events Decline for Second Year in a Row
- Wyoming New Hires by Industry: 2009Q4 to 2010Q3
- Wyoming Unemployment Rate Falls to 5.5% in January 2012

February 2012

<http://doe.state.wy.us/LMI/trends/0212/0212.pdf>

- Wyoming Benefits Survey 2011
- Wyoming Jobless Rate Unchanged at 5.8% in December 2011

January 2012

<http://doe.state.wy.us/LMI/trends/0112/0112.pdf>

- Local Jobs and Payroll in Wyoming: Construction Sector Sheds Jobs in Second Quarter 2011; Mining Shows Gains
- The Survey of Occupational Injuries and Illnesses for 2009 and 2010
- Presentation on STEM and Health Care Occupations Available Online
- News Release Publication Dates for 2012
- Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2002Q3 to 2011Q3
- Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, Third Quarter 2011
- Quarterly Turnover Statistics by Industry, Second Quarter 2011
- Workers' Compensation Claims: Third Quarter 2011
- Wyoming Jobless Rate at 5.8% in November 2011

December 2011

<http://doe.state.wy.us/LMI/trends/1211/1211.pdf>

- An Update on Nursing Employment in Wyoming
- Publication Examines Wyoming's Health Care Workforce Needs
- 2011 Publications from Research & Planning
- Occupation Spotlight: Physician Assistants
- Wyoming Unemployment Rate Falls to 5.7% in October 2011

November 2011

<http://doe.state.wy.us/LMI/trends/1011/1111.pdf>

- Unemployment Insurance Trust Fund: An Overview of Wyoming's Unemployment Insurance Trust Fund and Trust Fund Liability
- Current Employment Statistics Current Employment Statistics Preliminary Benchmark: Downward Revision to Construction Offsets Upward Revisions
- Wyoming Unemployment Rate Unchanged at 5.8% in September 2011

October 2011

<http://doe.state.wy.us/LMI/trends/1011/1011.pdf>

- Detailed Covered Employment and Wages for First Quarter 2011: Modest Growth Continues
- Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2002Q2 to 2011Q2
- Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, Second Quarter 2011
- Quarterly Turnover Statistics by Industry, First Quarter 2011
- Workers' Compensation Claims: Second Quarter 2011
- Wyoming Unemployment Rate Rises Slightly in August 2011

September 2011

<http://doe.state.wy.us/LMI/trends/0911/0911.pdf>

- An Introduction to Licensed Occupations in Wyoming
- Comparison of Current Employment Statistics (CES) Estimates to Short-Term Employment Projections
- Occupation Spotlight: Haidressers, Hairsylists, & Cosmetologists
- Long-Term Unemployment in Wyoming and the U.S.
- Wyoming Unemployment Rate Falls to 5.8% in July 2011

August 2011

<http://doe.state.wy.us/LMI/trends/0811/0811.pdf>

- Training for What? Part 5: Examining the Gender Wage Gap Among New Hires in Wyoming's Manufacturing Industry
- Now Online: New Wyoming Long- and Short-Term Occupational Projections by Industry Now Available
- ARRA Dynamics in the Labor Market: Part 2
 - State Level Legislation Regarding Energy-Efficient Technologies
 - Legislation and Regulatory Landscape Regarding Energy Efficient Technologies: Impacts on the Regulatory Environment
 - Text Mining Analysis of the New Hires Survey
- Change in Unemployment Rate for Wyoming and Surrounding States, June 2009 to June 2011
- Occupation Spotlight: Truck Drivers, Light or Delivery Services
- Wyoming Unemployment Rate Falls to 5.9% in June 2011

July 2011

<http://doe.state.wy.us/LMI/trends/0711/0711.pdf>

- Training for What? Part 3: Skills and Training Needs in Wyoming's Manufacturing Industry

- Training for What? Part 4: Skills Needs in Manufacturing
- Census of Fatal Occupational Injuries: Wyoming Occupational Fatalities Rise in 2010
- Quarterly Census of Employment and Wages: Detailed Covered Employment and Wages for Fourth Quarter 2010: Job Gains and Payroll Growth Indicate Economic Recovery
 - Quality Improvement in the QCEW Program and its Implications for Comparability Over Time
 - QCEW Tables and Figure, 2010Q4
 - Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2002Q1 to 2011Q1
- Wage Records: Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, First Quarter 2011
- Employment Turnover: Quarterly Turnover Statistics by Industry, Fourth Quarter 2010
- Workers' Compensation: Workers' Compensation Claims: Fourth Quarter 2010
- Occupation Spotlight: Welders, Cutters, Solderers, & Brazers
- News Release: Wyoming Unemployment Rate Unchanged at 6.0% in May 2011

Note: Each issue of *Trends* includes the following elements:

- State Unemployment Rates – Seasonally Adjusted
- State Unemployment Rates – Not Seasonally Adjusted
- Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections
- Wyoming Nonagricultural Wage and Salary Employment
- Economic Indicators
- Wyoming County Unemployment Rates
- Wyoming Normalized Unemployment Insurance Statistics: Initial Claims
- Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

Publications and Websites

- Wyoming Wage Survey: Statewide, Regional and MSA Data (estimates for Wyoming wages for May 2011 updated using March 2012 Employment Cost Index)
<http://doe.state.wy.us/LMI/EDSMarch2012/TOC000.htm>
- New Hires Survey: Tables by Industry (Four Quarters -- 2009Q4 to 2010Q3)
<http://doe.state.wy.us/LMI/newhires.htm>
- Wyoming Benefits Survey 2011

- http://doe.state.wy.us/LMI/benefits2011/benefits_2011.pdf
- [A Decade Later: Tracking Wyoming's Youth into the Labor Force](http://doe.state.wy.us/LMI/w_r_research/A_Decade_Later.pdf)
http://doe.state.wy.us/LMI/w_r_research/A_Decade_Later.pdf
 - [A Guide to Licensed Occupations in Wyoming](http://doe.state.wy.us/LMI/dir_lic/WY_Licensed_Occs_Fall_2011.pdf)
http://doe.state.wy.us/LMI/dir_lic/WY_Licensed_Occs_Fall_2011.pdf
 - [Dashboard: Nursing Employment in Wyoming](http://doe.state.wy.us/lmi/nursing/2012/DASHBOARDS_COMPLETE_FEB2012.pdf)
http://doe.state.wy.us/lmi/nursing/2012/DASHBOARDS_COMPLETE_FEB2012.pdf
 - [Wyoming's Short-Term \(2011-2013\) and Long-Term \(2011-2021\) Industry and Occupational Projections; Statewide/All Industries by Occupation, Major Industries by Occupation, and Sub-State Regions by Occupation](http://doe.state.wy.us/LMI/projections/WY_Occ_Proj_2011_2021.pdf)
http://doe.state.wy.us/LMI/projections/WY_Occ_Proj_2011_2021.pdf
 - [Health Care Workforce Needs in Wyoming: Advancing the Study](http://doe.state.wy.us/LMI/occasional/occ6.pdf)
<http://doe.state.wy.us/LMI/occasional/occ6.pdf>
 - [About Research & Planning](http://doe.state.wy.us/LMI/About_Research_Planning.pdf)
http://doe.state.wy.us/LMI/About_Research_Planning.pdf

Presentations

- [Wyoming Labor Market Information – There's a Website for That!](http://doe.state.wy.us/lmi/presentations/wy_wkfc_2012_conf_lmi.pps)
http://doe.state.wy.us/lmi/presentations/wy_wkfc_2012_conf_lmi.pps
- [Wyoming's Labor Market: A Brief Overview](http://doe.state.wy.us/lmi/presentations/KIWANIS_2012_FEBRUARY.pps)
http://doe.state.wy.us/lmi/presentations/KIWANIS_2012_FEBRUARY.pps
- [STEM & Health Care Occupations in Wyoming: Now and Possibilities for the Future](http://doe.state.wy.us/lmi/presentations/STEM_02092012.pdf)
http://doe.state.wy.us/lmi/presentations/STEM_02092012.pdf

Extent to which the activities conform to schedule:

The post products, information, and reports on the Internet portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$71,820, additional funds were leveraged from ARRA, HRSA, and legislative funding.

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

R&P staff attends all Wyoming Workforce Development Council meetings in an advisory role. R&P has presented at two of the last four council meetings and continues to produce and distribute a quarterly news letter at council meetings.

R&P played a significant role in Wyoming's HRSA Planning Grant that was obtained by DWS. Our activity included participation in health care workforce planning efforts with participants from post secondary education, both public and private sector healthcare administrators, state governmental agencies, numerous Wyoming Licensing Boards, and our WIB which was required to add four health care sector council members for Wyoming to receive the grant. R&P prepared and presented presentations for the 2011 Healthcare Workforce Summit and other meetings. Lastly, R&P is providing input on the grants final report and collaborating with state licensing boards to acquire their administrative databases for future research.

R&P staff are participating members of and regularly attend meetings of the State funded State Longitudinal Data Systems (SLDS) Task Force convened by the Governor to prepare Wyoming for the implementation of an SLDS. In addition R&P is working closely with the Wyoming Department of Education to assess the impact of a state scholarship program (Hathaway) administered by education on future retention and wage progression of students receiving funding. The outcomes reporting requirement is a component of the March 2012 funding by our state Legislature.

R&P continues to work with Workers' Compensation and the State's Occupational Safety Epidemiologist to support efforts to understand factors that influence occupational injuries and deaths. We also provided content to the University of Wyoming, College of

Health Sciences to support acquisition of National Institute of Occupational Safety and Health (NIOSH) grant application to better understand injuries and the urgent care training needed to rapidly respond to injuries in the field.

R&P continued to collaborate with LMI shops in Montana, Utah, Nebraska, South Dakota, and Iowa for the completion of our ARRA grant on the greening of the workforce.

Extent to which the activities conform to schedule:

The partner and consult portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$71,820, additional funds were leveraged from ARRA, HRSA, and legislative funding.

B. Customer Consultations

Methods used for consulting....

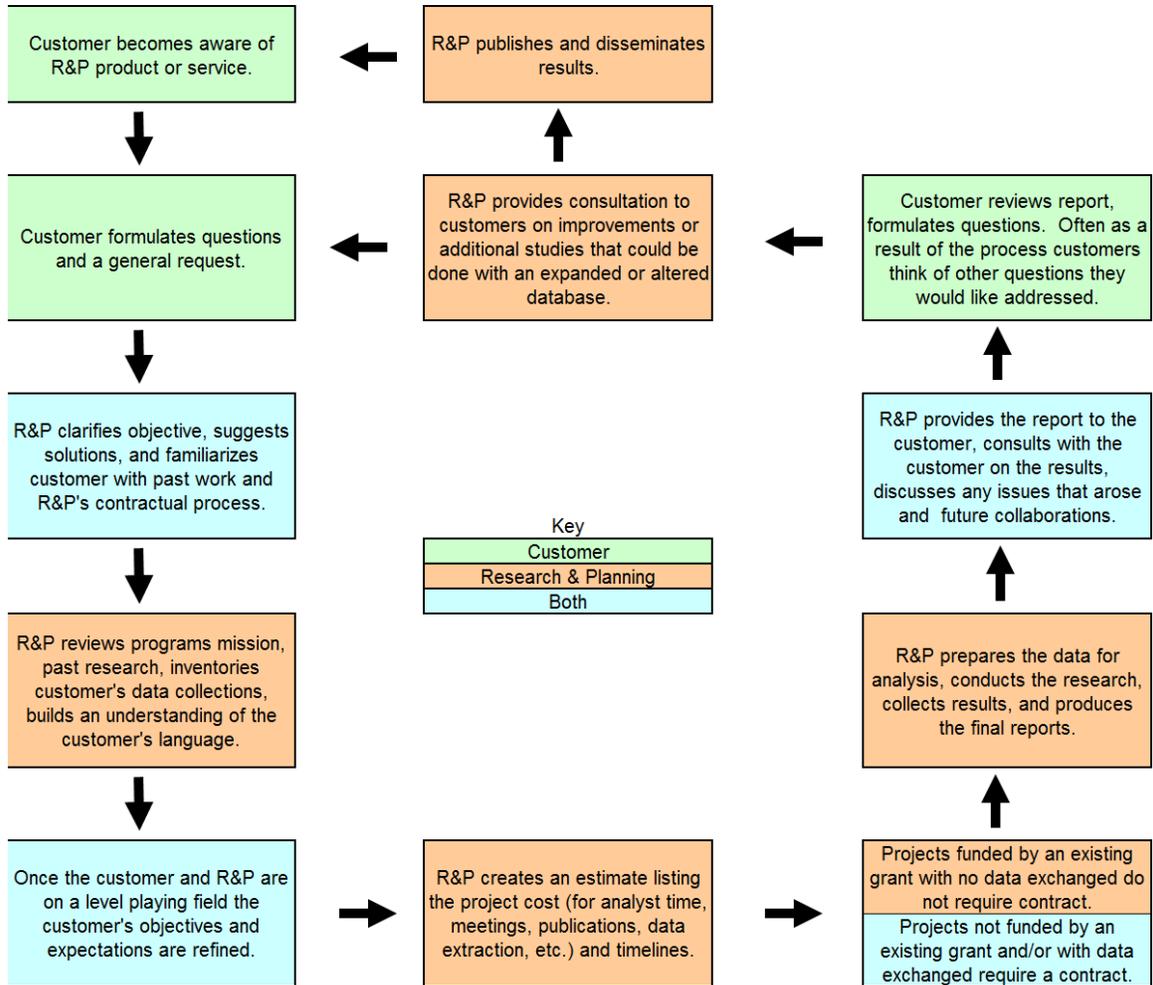
R&P's approach to customer consultations generally follows the path outlined below. This text is similar to last years and has been incorporated into a flyer to market R&P's capabilities to interested parties. As part of the flyer Figure 2 was created to demonstrate that customer consultation is a never ending dialogue once started if the relationships are fostered.

Initially, customer consultations begin when a potential client becomes aware of a specific product, service, or analysis produced by R&P via our publications, presentations, or word of mouth. The customer then approaches R&P with a generalized request and R&P responds by setting up a meeting (generally face to face when feasible) to clarify the customer's objective, suggest realistic solutions, and familiarize the

customer with past work of a similar nature. This phase often involves educating potential customers as to data availability, confidentiality, and social science research

Figure 2: R&P's Customer Consultation Cycle.

R&P Customer Consultation Cycle



methods, and our contracting process. It also creates a necessity for R&P to gain cursory knowledge of the customer's program, mission, data collections, and language. Once the customer and R&P are on a level playing field the customers objectives and expectations are re-discussed.

The second stage typically begins with R&P staff outlining the projects parameters, analysis, timeline, products, and analysts' resources necessary for the projects completion. The results are compiled into an estimate listing the project cost (for analyst time, meetings, publications, data extraction, etc) and timelines. At this point R&P already has a feel for whether the project can be completed under an existing grant or if the project will need to be paid for by the requesting customer. There are two potential outcomes; 1) funded by an existing grant no data exchanged then no contract is required, 2) funded by existing grant where data exchange is required or the customer is required to fund the research then a contract is required. When required the contract specifically lists; the responsible parties, data security, transmission, and maintenance, products to be produced, timelines to be met, and the not-to-exceed cost of the project.

During the third stage R&P prepares the data for analysis, conducts the research, collects results, and produces the final reports. During this process there is frequently a need to consult with the customer. While R&P staff immerses themselves in the subject matter related to the project, the knowledge gained is not the same as the knowledge and experience the customer has about their own program. For instance, R&P typically tries to collect the programs archived historic data along with the current data. Situations often arise where the historic trends are disrupted and the analyst is unsure of how to explain the disruption but customer consultation reveals policy changes that dictated how and when data were collected.

The last stage is to provide the report to the customer, consult with the customer on the results, discuss any issues that arose, and discuss the future collaborations. Often as a result of the process customers think of other questions they would like addressed, some that their current databases do not support. As part of the project wrap up R&P provides consultation to customers on improvements or additional studies that could be done with an expanded or altered database. The end result is that the customer uses the data to support their efforts, which creates the need for additional or continuing analysis, which leads back to the first stage of the customer consultation.

The approach outlined in the last few paragraphs is just one of the many ways that R&P assesses the needs of our customers. Others include documenting questions and contacts with customers via a phone call and email, as well as, tracking hard copy and internet publication distribution. We report usage and request data to the Workforce Information Council for publication in the “Level of Demand for State Labor Market Information Products and Services” reports. Lastly, we listen as participant observers at the many councils, boards, and consortiums we attend.

Customer Consultations were conducted with the following entities during PY 2011;

- Board of Chiropractic Examiners
- Board of Dental Examiners
- Board of Examiners in Optometry
- Board of Hearing Aid Specialists
- Board of Medicine
- Board of Occupational Therapy
- Board of Registration in Podiatry
- Board of Speech Pathology & Audiology
- Bureau of Land Management
- City of Casper Metropolitan Planning Office
- Congressional Delegations
- Early Childhood, School Readiness Committee
- Fremont County Board of Cooperative Education Services
- Governor's Staff
- National Center for Education Statistics
- National Institute of Occupational Safety and Health
- Office of Emergency Medical Services
- Professional Teaching Standards Board
- State Board of Psychology
- The Media
- University of Wyoming College of Business and Economics
- University of Wyoming College of Health Sciences
- University of Wyoming Manufacturing Works
- University of Wyoming Registrar
- Wyoming Board of Physical Therapy
- Wyoming Board of Radiologic Technologist Examiners
- Wyoming Community College Commission
- Wyoming Community College Commission, Adult Basic Education
- Wyoming Department of Education
- Wyoming Department of Environmental Quality
- Wyoming Department of Family Services
- Wyoming Department of Health
- Wyoming Department of Revenue

- Wyoming Department of Workforce Services
- Wyoming Legislative Service Office
- Wyoming Lodging and Restaurant Association
- Wyoming Medical Center
- Wyoming Mental Health Professions Licensing Board
- Wyoming Office of Rural Health
- Wyoming Senior Services Board
- Wyoming State Board of Embalming
- Wyoming State Board of Nursing
- Wyoming State Board of Pharmacy
- Wyoming Vital Statistics Services
- Wyoming Workers Compensation and Safety
- Wyoming Workforce Development Council

Activities to add customer value...

All agreements (MOU) in which R&P participates have language related to R&P's right to publish the research conducted. R&P gives the contracting entity first review and a mechanism for timely comment prior to publication. This allows R&P to showcase research that would not typically be conducted and is often times on the forefront of applying existing and new methods to diverse problems.

Additionally, R&P keeps apprised of our customer's interests through tracking of meetings, publication distribution, data requests, presentations requests, and our website usage. To this end, we are currently conducting an in-depth analysis of our website usage logs and finding major differences between our Web Trends reports and reality. Draft results can be found at the end of this document.

Besides working with the customers outlined above R&P participates on work groups, committees, councils and consortiums, as outlined in the next section. This allows R&P staff to keep apprised of current issues that Labor Market Information could address and gives a venue to suggest their application.

C. Partnerships and Collaborations

Communicate about new and established partnerships....

R&P's partnerships and collaborations were covered in greater detail in Section A. Accomplishments, Item 5) Partner and consult on a continuing basis... The entities and participating members are listed below.

Wyoming Workforce Development Council

- Community College Commission
- Community-based Organizations
- Labor
- Local Education
- Private Sector Employers
- University of Wyoming
- Western Wyoming Community College
- Wyoming Business Council
- Wyoming Department of Education
- Wyoming Department of Family Services
- Wyoming Department of Workforce Services
- Wyoming Governor
- Wyoming House of Representatives
- Wyoming State Senate
- Youth
- Wyoming's Research & Planning

Northern Plains and Rocky Mountain Consortium

- Colorado LMI (Contracted)
- Iowa LMI
- Montana Department of Labor and Industry
- Nebraska LMI
- South Dakota LMI
- Utah LMI
- Wyoming Research & Planning

State Longitudinal Data System Task Force (SLDS)

- Central Wyoming Community College
- K-12 Representation
- University of Wyoming
- Wyoming Department of Education
- Wyoming's Research & Planning
- Community College Commission
- Wyoming Chief Information Officer

Health Care Workforce Planning Task Force

- Department of Workforce Services
- University of Wyoming College of Health Sciences
- Wyoming Office of Rural Health
- Board for Respiratory Care
- Board of Chiropractic Examiners
- Board of Dental Examiners
- Board of Examiners in Optometry
- Board of Hearing Aid Specialists
- Board of Medicine
- Board of Occupational Therapy
- Board of Registration in Podiatry
- Board of Speech Pathology & Audiology
- Office of Emergency Medical Services
- Professional Teaching Standards Board
- State Board of Psychology
- Wyoming Board of Physical Therapy
- Wyoming Board of Radiologic Technologist Examiners
- Wyoming Mental Health Professions Licensing Board
- Wyoming State Board of Embalming
- Wyoming State Board of Nursing
- Wyoming State Board of Pharmacy
- Wyoming's Research & Planning

Educational Initiative for Employer Information Outreach Seminar Group

- Department of Workforce Services
- Labor Standards
- Mine Inspectors Office
- Research & Planning
- Unemployment Insurance Benefits
- Unemployment Tax Employer Services
- Workers' Compensation and Safety
- Workers' Safety Risk Management

Analyst Resource Center Consortium

- Employment and Training Administration
- National Crosswalk Service Center
- Workforce Agencies in 17 states: Connecticut, Florida, Georgia, Illinois, Iowa, Maine, Massachusetts, Minnesota, Montana, Nebraska, Nevada,

North Carolina, Oregon, South Carolina, Texas, Wisconsin, and Wyoming.

D. Recommendations for Improvements or Changes to Deliverables

Recommendations based on accomplishments....

None

Recommendations based on consultations....

There is growing interest among Wyoming's Department of Workforce Services and the Department of Family Services management regarding the potential role of program evaluation as a means to measure program effectiveness. Workforce Information Grant funds should be made available to pursue outcomes and evaluation research of employment and training programs as provided for in section 309 of the Workforce Investment Act.

Example of WebTrends Report for the Month of July, 2011.



Report: Downloaded Files for Profile: LMI Website Analysis

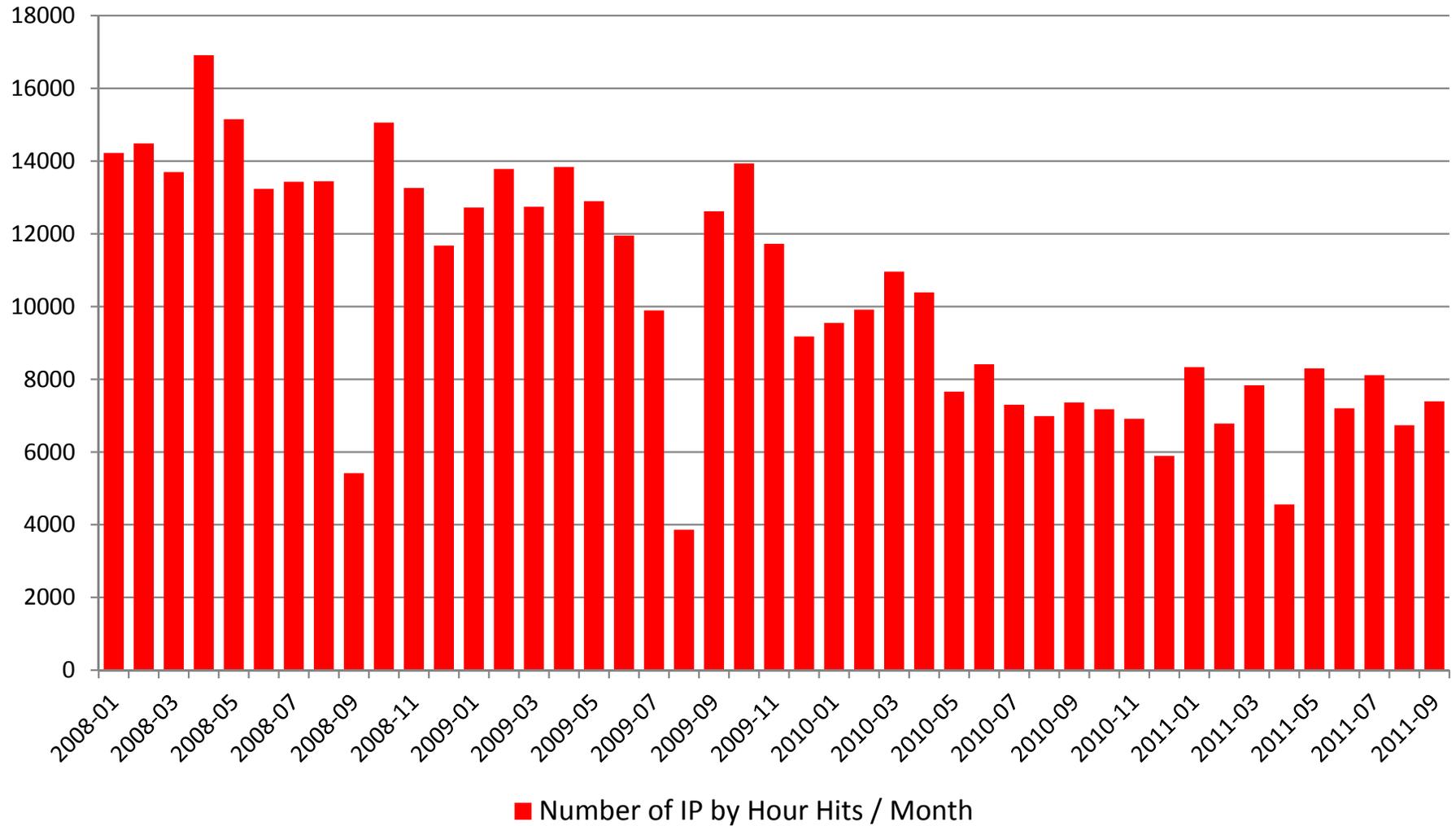
Timeframe: 7/1/2011 - 7/31/2011

Downloaded Files	HRef	Downloads	% Downloads	Visits
http://doe.state.wy.us/lmi/explore/2011/2011.pdf		2,287	17.99%	51
	http://doe.state.wy.us/lmi/explore/2011/2011.pdf	2,287	17.99%	51
http://doe.state.wy.us/lmi/oes2010/oes10.pdf		951	7.48%	39
	http://doe.state.wy.us/lmi/oes2010/oes10.pdf	951	7.48%	39
http://doe.state.wy.us/lmi/WDRReport.pdf		831	6.54%	47
	http://doe.state.wy.us/lmi/WDRReport.pdf	831	6.54%	47
http://doe.state.wy.us/LMI/explorer2006.pdf		629	4.95%	11
	http://doe.state.wy.us/LMI/explorer2006.pdf	629	4.95%	11
http://doe.state.wy.us/LMI/nursing_demand_08.pdf		611	4.81%	36
	http://doe.state.wy.us/LMI/nursing_demand_08.pdf	611	4.81%	36
http://doe.state.wy.us/lmi/oes2010/OccProjByInd2010-19.pdf		539	4.24%	38
	http://doe.state.wy.us/lmi/oes2010/OccProjByInd2010-19.pdf	539	4.24%	38
http://doe.state.wy.us/lmi/earnings_tables/2011/Demographics_by_County_of_Employ		469	3.69%	22
	http://doe.state.wy.us/lmi/earnings_tables/2011/Demographics_by_County_of_Employ	469	3.69%	22
http://doe.state.wy.us/LMI/annual_report_09.pdf		274	2.16%	3
	http://doe.state.wy.us/LMI/annual_report_09.pdf	274	2.16%	3
http://doe.state.wy.us/LMI/OccOutlook2010/Occ_Outlook_2010_complete.pdf		251	1.98%	9
	http://doe.state.wy.us/LMI/OccOutlook2010/Occ_Outlook_2010_complete.pdf	251	1.98%	9
http://doe.state.wy.us/lmi/nursing_retention_08.pdf		235	1.85%	10
	http://doe.state.wy.us/lmi/nursing_retention_08.pdf	235	1.85%	10
http://doe.state.wy.us/lmi/statistical_entity.pdf		224	1.76%	19
	http://doe.state.wy.us/lmi/statistical_entity.pdf	224	1.76%	19
http://doe.state.wy.us/LMI/0411/0411.pdf		222	1.75%	21
	http://doe.state.wy.us/LMI/0411/0411.pdf	222	1.75%	21
http://doe.state.wy.us/lmi/benefits2010/benefits_2010.pdf		200	1.57%	18
	http://doe.state.wy.us/lmi/benefits2010/benefits_2010.pdf	200	1.57%	18
http://doe.state.wy.us/lmi/w_r_research/Nursing_Wyoming_Fact_Sheet12092004.pdf		175	1.38%	12
	http://doe.state.wy.us/lmi/w_r_research/Nursing_Wyoming_Fact_Sheet12092004.pdf	175	1.38%	12
http://doe.state.wy.us/LMI/demand_summary_08.pdf		145	1.14%	46
	http://doe.state.wy.us/LMI/demand_summary_08.pdf	145	1.14%	46
http://doe.state.wy.us/LMI/oes2009/oes09.pdf		125	0.98%	5
	http://doe.state.wy.us/LMI/oes2009/oes09.pdf	125	0.98%	5
http://doe.state.wy.us/lmi/0211/0211.pdf		121	0.95%	27
	http://doe.state.wy.us/lmi/0211/0211.pdf	121	0.95%	27
http://doe.state.wy.us/lmi/report2010/report2010.pdf		119	0.94%	10
	http://doe.state.wy.us/lmi/report2010/report2010.pdf	119	0.94%	10
http://doe.state.wy.us/lmi/CollegeReport2004.pdf		112	0.88%	37
	http://doe.state.wy.us/lmi/CollegeReport2004.pdf	112	0.88%	37

How WebTrends results were generated from the Internet log files.

hitdate	hittime	cs_uri_stem	c_ip	Downloads in WebTrends
7/1/2011	17:14:05	/lmi/projections/proj2010_2011.pdf	85.31.219.20	Counts as 1 download in WebTrends
7/1/2011	20:57:13	/lmi/explore/2011/2011.pdf	68.87.69.230	Counts as 1 download in WebTrends
7/2/2011	16:40:25	/lmi/projections/proj2010_2011.pdf	207.226.183.71	Counts as 1 download in WebTrends
7/3/2011	1:31:19	/lmi/projections/proj2010_2011.pdf	85.31.219.20	Counts as 2 downloads WebTrends
7/4/2011	9:22:50	/lmi/projections/proj2010_2011.pdf	85.31.219.20	
7/5/2011	1:35:31	/lmi/explore/2011/2011.pdf	173.23.129.31	Counts as 266 downloads WebTrends
7/5/2011	1:35:33	/lmi/explore/2011/2011.pdf	173.23.129.31	
7/5/2011	1:35:33	/lmi/explore/2011/2011.pdf	173.23.129.31	
7/5/2011	1:35:33	/lmi/explore/2011/2011.pdf	173.23.129.31	
7/5/2011	1:35:35	/lmi/explore/2011/2011.pdf	173.23.129.31	
Break in records				
7/5/2011	1:39:04	/lmi/explore/2011/2011.pdf	173.23.129.31	
7/5/2011	1:39:04	/lmi/explore/2011/2011.pdf	173.23.129.31	
7/5/2011	1:39:06	/lmi/explore/2011/2011.pdf	173.23.129.31	
7/5/2011	1:39:07	/lmi/explore/2011/2011.pdf	173.23.129.31	
7/5/2011	1:39:07	/lmi/explore/2011/2011.pdf	173.23.129.31	
7/5/2011	2:10:40	/lmi/explore/2011/2011.pdf	69.47.151.199	Counts as 7 downloads WebTrends
7/5/2011	2:10:44	/lmi/explore/2011/2011.pdf	69.47.151.199	
7/5/2011	2:10:44	/lmi/explore/2011/2011.pdf	69.47.151.199	
7/5/2011	2:10:44	/lmi/explore/2011/2011.pdf	69.47.151.199	
7/5/2011	2:10:44	/lmi/explore/2011/2011.pdf	69.47.151.199	
7/5/2011	2:10:45	/lmi/explore/2011/2011.pdf	69.47.151.199	
7/5/2011	2:10:54	/lmi/explore/2011/2011.pdf	69.47.151.199	
7/5/2011	11:16:00	/lmi/explore/2011/2011.pdf	173.13.75.49	Counts as 1 download in WebTrends
7/5/2011	11:38:43	/lmi/explore/2011/2011.pdf	74.226.125.60	Counts as 27 downloads WebTrends
7/5/2011	11:38:52	/lmi/explore/2011/2011.pdf	74.226.125.60	
7/5/2011	11:38:52	/lmi/explore/2011/2011.pdf	74.226.125.60	
7/5/2011	11:38:52	/lmi/explore/2011/2011.pdf	74.226.125.60	
7/5/2011	11:38:53	/lmi/explore/2011/2011.pdf	74.226.125.60	
Break in records				
7/5/2011	11:40:18	/lmi/explore/2011/2011.pdf	74.226.125.60	
7/5/2011	11:40:26	/lmi/explore/2011/2011.pdf	74.226.125.60	
7/5/2011	11:40:31	/lmi/explore/2011/2011.pdf	74.226.125.60	
7/5/2011	11:40:42	/lmi/explore/2011/2011.pdf	74.226.125.60	
7/5/2011	11:41:22	/lmi/explore/2011/2011.pdf	74.226.125.60	
7/5/2011	12:30:42	/lmi/explore/2011/2011.pdf	166.82.183.134	Counts as 24 downloads in WebTrends
7/5/2011	12:30:54	/lmi/explore/2011/2011.pdf	166.82.183.134	
7/5/2011	12:30:54	/lmi/explore/2011/2011.pdf	166.82.183.134	
7/5/2011	12:30:55	/lmi/explore/2011/2011.pdf	166.82.183.134	
7/5/2011	12:30:55	/lmi/explore/2011/2011.pdf	166.82.183.134	
Break in records				
7/5/2011	12:32:49	/lmi/explore/2011/2011.pdf	166.82.183.134	
7/5/2011	12:33:15	/lmi/explore/2011/2011.pdf	166.82.183.134	
7/5/2011	12:34:26	/lmi/explore/2011/2011.pdf	166.82.183.134	
7/5/2011	12:34:27	/lmi/explore/2011/2011.pdf	166.82.183.134	
7/5/2011	12:34:34	/lmi/explore/2011/2011.pdf	166.82.183.134	
Break in records				
7/29/2011	22:52:57	/LMI/explore/2011/2011.pdf	109.127.86.10	Counts as 6 downloads in WebTrends
7/29/2011	22:52:57	/LMI/explore/2011/2011.pdf	109.127.86.10	
7/29/2011	22:52:57	/LMI/explore/2011/2011.pdf	109.127.86.10	
7/29/2011	22:52:57	/LMI/explore/2011/2011.pdf	109.127.86.10	
7/29/2011	22:52:57	/LMI/explore/2011/2011.pdf	109.127.86.10	
7/29/2011	22:52:57	/LMI/explore/2011/2011.pdf	109.127.86.10	
7/30/2011	12:20:07	/lmi/projections/proj2010_2011.pdf	85.31.219.20	Counts as 1 download in WebTrends
7/30/2011	20:19:17	/lmi/projections/proj2010_2011.pdf	118.96.217.82	Counts as 1 download in WebTrends
7/31/2011	17:39:58	/lmi/explore/2011/2011.pdf	98.125.140.38	Counts as 1 download in WebTrends

R&P - Number of IP by Hour Hits / Month on All Pages



R&P Internet logs with missing periods of data.

Internet Log	Backup Date	File Size
ex080901.log	9/1/2008	8,764,033
ex080902.log	9/2/2008	14,521,180
ex080903.log	9/3/2008	12,822,370
ex080904.log	9/4/2008	13,118,375
ex080905.log	9/5/2008	12,793,986
ex080906.log	9/6/2008	5,389,458
ex080907.log	9/7/2008	8,530,269
ex080908.log	9/8/2008	12,552,444
Missing 19 days in September 2008		
ex080928.log	9/28/2008	9,080,342
ex080929.log	9/29/2008	24,718,104
ex080930.log	9/30/2008	25,309,519
ex090729.log	7/29/2009	20,549,590
ex090730.log	7/30/2009	576
ex090731.log	7/31/2009	635
ex090801.log	7/31/2009	0
ex090802.log	8/2/2009	661
ex090803.log	8/3/2009	669
ex090804.log	8/4/2009	692
ex090805.log	8/4/2009	0
ex090806.log	8/5/2009	0
ex090807.log	8/6/2009	0
ex090808.log	8/7/2009	0
ex090809.log	8/9/2009	537
ex090810.log	8/9/2009	0
ex090811.log	8/11/2009	636
ex090812.log	8/11/2009	0
ex090813.log	8/13/2009	695
ex090814.log	8/13/2009	0
ex090815.log	8/14/2009	0
ex090816.log	8/16/2009	661
ex090817.log	8/16/2009	0
ex090818.log	8/18/2009	524
ex090819.log	8/18/2009	0
ex090820.log	8/19/2009	0
ex090821.log	8/21/2009	10,448,906
ex110411.log	4/11/2011	40,758,950
ex110412.log	4/12/2011	500
ex110413.log	4/13/2011	719
ex110414.log	4/14/2011	627
ex110415.log	4/14/2011	584
ex110416.log	4/16/2011	614
ex110417.log	4/17/2011	702
ex110418.log	4/18/2011	579
ex110419.log	4/19/2011	609
ex110420.log	4/20/2011	486
ex110421.log	4/21/2011	599
ex110422.log	4/21/2011	0
ex110423.log	4/23/2011	596
ex110424.log	4/24/2011	587
ex110425.log	4/25/2011	66,951,847