

**COLORADO LABOR MARKET INFORMATION  
PROGRESS REPORT FOR JULY 2012 – JUNE 2013  
WORKFORCE INFORMATION GRANT**

**Statement of Work Deliverables**

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

**a) Accomplishments:**

**i) *Outcomes:***

LMI Gateway currently uses the software called Virtual LMI version 11.1 to display WID data on the World Wide Web. Version 11.1 is programmed to work completely with version 2.4 of the Workforce Information Database (WID). Colorado LMI is scheduled to upgrade to version 14.0 of the software in late November 2013 (version 12 is being skipped, and '13' is not being used as a version number). Version 14.0 of the Virtual LMI software will use version 2.5 of the WID database. The transition of WID version 2.4 to 2.5 will be carried out by Geographic Solutions Inc at that time.

In February 2013, Colorado LMI tested and implemented a new "Data Assistant" tool provided by Geographic Solutions. This tool is used by Colorado database administrators to import or delete data in the WID. One of the key new features of Data Assistant is a validation process that does not allow data into the WID unless it meets the strict foreign key constraint and table relationship requirements of the WID structure. At the Geographic Solutions user conference in June 2013 (attended by two Colorado LMI staff), Colorado requested that a "browse" feature be added to Data Assistant. A majority of states voted in favor of the enhancement, and a browse feature has since been added.

All core tables in version 2.4 of the database as defined by the Workforce Information Database Consortium are populated as per plan. The tables are regularly updated with the most current data available. Recently updated tables include Emppdb, Industry, Indprj and Occprj, Stindprj and Stoccpj, lomatrix, Labforce, CES, Oeswage, CPI, Income, License and Lichist.

Colorado LMI updated the Lichist table in April 2013 to include year 2012 data for licensed occupations. The License table was updated in May 2013 to include new descriptive narrative for licensed occupations. Minor updates were made to Licauth for web URL's, etc. for licensing authorities.

**ii) *Conformity to planned milestones:***

All milestones were met throughout the year with the exception of the migration to WID Version 2.5 which will occur in November 2013 as described above.

**iii) *Actual aggregate expenditure:***

Source of Funds for PY12 Activities:

PY11 Second Year = \$24,220; PY12 = \$73,639

Total Expenditures for PY12 Activities = \$97,589

**b) Customer consultations:** N/A

**c) Partnerships and collaborations:**

Colorado LMI continues to work with the U.S. Census Bureau in the development of the Local Employment Dynamics data tool. Colorado LMI has expanded the training and use of LED data through regular participation in webinars produced by the U.S. Census Bureau as well as through an increased interest in discussions and interaction by WIBs.

**d) Recommendations for improvements or changes to the deliverables:**

The ETA should continue to fully fund the activities and tools critical to the successful completion of the Workforce Information Grant deliverables.

**2) Produce and disseminate industry and occupational employment projections.**

**a) Long-Term Industry and Occupational Projections:**

**i) Accomplishments:**

**(1) Outcomes:**

ETA requires LMI to produce one set of statewide, long-term industry and occupation employment projections every other year. Sub-state long-term projections are required in alternating years, but the number of sub-state areas is not specified.

In partnership with the Workforce Development Council (WDC), LMI goes beyond the ETA requirement by producing long-term projections for the state and all 7 Metropolitan Statistical Areas (MSA) annually.

The PY12 Workforce Information Grant required LMI to complete 2010-2020 sub-state long-term projections. Since Colorado estimates a more current base year for long-term industry and occupational projections to better meet the needs of the Workforce System, the PY12 deliverable was produced in PY10. PY12 activities involved the production of 2012-2022 statewide and sub-state long-term industry and occupation employment projections which were published on LMI Gateway at the end of June 2013.

**(2) Conformity to planned milestones:**

All milestones were met throughout the year.

**(3) Actual aggregate expenditure:**

Source of Funds for PY12 Activities:

PY11 Second Year = \$24,288; PY12 = \$73,846

Total Expenditures for PY12 Activities = \$98,134

**ii) Customer consultations: N/A**

**iii) Partnerships and collaborations:**

Colorado LMI continues to be an active leader, fiscal agent and participant in the Projections Managing Partnership.

**iv) Recommendations for improvements or changes to the deliverables:**

The ETA should continue to fully fund the activities and tools critical to the successful completion of the Workforce Information Grant deliverables.

**b) Short-Term Industry and Occupation Projections:**

**i) Accomplishments:**

**(1) Outcomes:**

ETA requires LMI to produce one set of statewide, short-term industry and occupation employment projections each year.

In partnership with the WDC, LMI goes beyond the ETA requirement by producing short-term projections for the state and all 7 Metropolitan Statistical Areas (MSA) every 6 months.

The PY12 Workforce Information Grant required LMI to complete 2012-2014 short-term projections. Since Colorado estimates a more current base year for short-term industry and occupational projections to better meet the needs of the Workforce System, the PY12 deliverable was produced in PY11. PY12 activities involved the production of 4<sup>th</sup> quarter 2012-2014 which were published on LMI Gateway at the end of December 2012, and 2<sup>nd</sup> quarter 2013-2015 statewide and sub-state short-term industry and occupation employment projections which were published on LMI Gateway at the end of June 2013.

**(2) *Conformity to planned milestones:***

All milestones were met throughout the year.

**(3) *Actual aggregate expenditure:***

Source of Funds for PY12 Activities:

PY11 Second Year = \$24,288; PY12 = \$73,846

Total Expenditures for PY12 Activities = \$98,134

**ii) *Customer consultations:*** N/A

**iii) *Partnerships and collaborations:***

Colorado LMI continues to be an active leader, fiscal agent and participant in the Projections Managing Partnership.

**iv) *Recommendations for improvements or changes to the deliverables:***

The ETA should continue to fully fund the activities and tools critical to the successful completion of the Workforce Information Grant deliverables.

Colorado relies upon the continued support of tools such as EDS to meet WIG goals. EDS is indispensable for the production of Colorado's estimates and occupational projections. Not only does EDS allow historical data (usable estimates going back to 2002) to be maintained, but industry-specific data and wage percentiles (including custom percentiles) can be produced that are not available on the national website. The feature which allows for the update of historical wages using ECI (Employer Cost Index) factors plays a large role in research projects and the annual publication. The occupational matrix could not be produced for the Projections program without EDS.

EDS makes possible the production of estimates for customized areas, ownerships, establishment sizes, and occupation aggregates. Data can be generated for occupations grouped by various factors such as education and training, private and public wages, and employment and wage estimates for WIA areas. Many customer needs could not be met without EDS. EDS requires funding (not only for technical support and maintenance but also for training) so that states can continue to meet the needs of data users.

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.**

a) **Accomplishments:**

i) **Outcomes:**

Due to the uncertain economic climate, the Governor's Office of State Planning and Budgeting (OSPB) reinstated the Governor's Revenue Estimating Advisory Committee in the fall of 2008. Since that time the LMI Director has served on this committee which advises OSPB on economic conditions and expectations. *Note: The Governor's Revenue Estimating Advisory Committee was originally formed by the Romer Administration during the economic difficulties of the 1980's.*

Colorado LMI also provided data and consultation pertinent to the production of the following reports which include analyses on the state of the Colorado economy:

Governor's Office of State Planning and Budgeting–Revenue Forecast

September 20, 2012  
December 20, 2012  
March 18, 2013  
June 20, 2013

These forecasts can be found the web at:

<http://www.colorado.gov/cs/Satellite/OSPB/GOVR/1218709343298>

Legislative Council – Focus Colorado: Economic and Revenue Forecast

September 2012  
December 2012  
March 2013  
June 2013

The forecasts for 2012 and 2013 can be found on the web at:

<http://www.colorado.gov/cs/Satellite/CGA-LegislativeCouncil/CLC/1251617349088>

**Colorado Wildfire Analysis** presents the results of the Royal Gorge and Black Forest wildfires on businesses and employment in the fire evacuation areas.

ii) **Conformity to planned milestones:**

All milestones were met throughout the year.

iii) **Actual aggregate expenditure:**

Source of Funds for PY12 Activities:

PY12 = \$25,000

Total Expenditures for PY12 Activities = \$25,000

**b) Customer consultations:**

Customers of these reports include the Governor's Office and the WDC.

**c) Partnerships and collaborations:**

Colorado LMI continues to play a key role in the Governor's Revenue Estimating Advisory Committee.

Training was provided for the Governor's Office of State Planning and Budget staff on the use of LMIGateway.

The Governor's Office of Information Technology requested assistance with the use of LMIGateway. One of their projects was to identify components of the Information Technology labor force in Colorado including data about jobs within the industry (wages, projections, employers) and skills/certificates important in those jobs. LMI staff provided 1.5 hours of training and 7 hours of consultation on OES data and HWOL information.

**d) Recommendations for improvements or changes to the deliverables:**

The ETA should continue to fully fund the activities and tools critical to the successful completion of the Workforce Information Grant deliverables.

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

##### a) Accomplishments:

###### i) **Outcomes:**

Colorado's LMI Gateway web site based on Geographic Solutions' software product called Virtual LMI is primarily designed to deliver data, charts, and maps using simple query forms. Users select the type of data needed, the time period of interest for the data, and the geographic area. These selections result in a display of data tables, color charts, and maps (such as in a display of unemployment rates by county). All major labor market statistics, as well as other series such as the Consumer Price Index, are available for display.

LMI Gateway provides even simpler ways of querying the data than the method described above. The "Labor Market Facts" page in Gateway presents nineteen frequently asked questions displayed as hyperlinks. Some examples of the questions are "What are the highest paying jobs in an area?" and "What are the largest employers in an area?" When the user clicks the question, they are taken to a page in which they select their geographic area of interest. After that selection is made, data to answer the question are displayed.

In addition to the direct data queries, LMI Gateway also provides access to more traditional forms of documents, such as Excel and PDF files. Many of these are found on the "Products" page in Gateway.

The LMI Gateway web site home page was frequently reconfigured during the year to point users to new products and data as they became available.

###### **OES Wage Survey Report**

The results of the May 2012 Occupational Employment Statistics Wage Survey were published in June 2013. A poster was produced to provide OES data by geographic region for job seekers and students.

**Bookmarks** designed to advertise LMIGateway and encourage use of the site have been developed to include information on the effect of higher education on wages and lifestyle.

**Click-by-Click** brochures function as "desk aids" providing easy access to specific information on the web site.

**Industry Brochures** continue to be updated. Six brochures currently exist: Retail Sales, Construction, Manufacturing, Tourism, Finance and Health Care. Three additional brochures are planned for the coming year. Workforce Centers and other customers are being surveyed to determine industries of interest across the state.

###### **Projections Brochures**

The **Colorado Careers** brochures are designed to give job seekers a quick look at the top growing jobs in Colorado, and wage ranges paid. These

brochures are produced for two types of jobs: jobs that require on-the-job training and jobs that require higher education. Two brochures are produced for eleven different geographic areas and for the state as a whole.

Other products published regularly include:

**Colorado Employment Situation Press Release:** A monthly PDF document that describes the employment situation in Colorado.

**Monthly Data Overview:** A one-page summary of key monthly economic indicators including unemployment rate, initial and continued UI claims, average weekly wages, and the Consumer Price Index.

**Advanced Technology Data:** A monthly tabulation of employment data for seven industries classified as “advanced technology”.

The web address for Colorado LMI Gateway is:

<http://www.colmigateway.com/>

The web address for the LMI Gateway products page is:

<http://www.colmigateway.com/gsipub/index.asp?docid=282>

- ii) **Conformity to planned milestones:**  
All milestones were met throughout the year.
- iii) **Actual aggregate expenditure:**  
Source of Funds for PY12 Activities:  
PY11 Second Year = \$22,357; PY12 = \$67,974  
Total Expenditures for PY12 Activities = \$90,331
- b) **Customer consultations:**  
Extensive practice sessions with workforce center staff were conducted to assist in finding requested data on LMIGateway.  
  
Assistance was provided to a local university in the development of a customized industry data handout for use by career center staff with faculty and students.
- c) **Partnerships and collaborations:** N/A
- d) **Recommendations for improvements or changes to the deliverables:**  
The ETA should continue to fully fund the activities and tools critical to the successful completion of the Workforce Information Grant deliverables.

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

**a) Accomplishments:**

**i) Outcomes:**

Thirty presentations, workshops and job fair services were delivered to more than 1,025 workforce center and partner agency staff and customers in support of Workforce Investment Board goals and objectives. By year-end, contacts and interactions included individuals in workforce regions across the state.

Specific customized presentations were developed and delivered to several Workforce Investment Boards across the state to increase knowledge of Colorado's economy and labor market as well as provide training in the use of labor market information.

Training and Outreach staff produced, printed, and distributed 156,825 printed product pieces (brochures, training materials, literature) based on the most current Labor Market Information data available. All products were also made available electronically.

Local Employment Dynamics OntheMap data is now produced in a new format. Brochures were revised and customized for each workforce region across the state. These brochures have excited interest from several workforce investment boards and business leaders.

Six focus groups consisting of business leaders and job seekers were facilitated to assess the use of "Connecting Colorado", the labor-exchange web site for the Colorado Department of Labor and Employment.

The web-based training program, LMI 101 Online, was placed on an Adobe Platform to improve customer access to training in LMI. The program consists of six modules to develop the learner's understanding of basic labor market information data gathering. In addition, an interactive game using the LMI Gateway web site encourages learners to practice using actual LMI data.

National and state economic information was produced for the Workforce Programs Annual Report covering the period July 2012 – June 2013.

Presentations were made to an increasing number of partner agency universities across the state.

Labor Market Information, in partnership with the Colorado Workforce Development Council, renewed access to and distributed licenses for the data tools, The Conference Board's Help Wanted Online (HWOL) and Haver Analytics. The HWOL tool provides a means of measuring trends in job openings, hiring trends for specific employers and the ability to generate leads for job seekers. Haver Analytics provides a ready means of accessing and updating periodic data sets from a large number of sources.

Extensive training was offered, electronically and in-person, to assist workforce centers in using HWOL. Thirty-eight licenses have been issued.

LMI Training and Outreach staff added "Camtasia", a video/audio editing program to the list of training and outreach tools. An electronic training program for job seekers in the use of LMI Gateway has been developed.

LMI Training and Outreach staff worked with a Colorado Department of Transportation (CDOT) committee responsible for the identifying and serving the needs of disabled customers and assisted CDOT with the identification of commuter patterns in the Denver MSA.

**ii) *Conformity to planned milestones:***

All milestones were met throughout the year.

**iii) *Actual aggregate expenditure:***

Source of Funds for PY12 Activities:

PY11 Second Year = \$90,434; PY12 = \$250,121;

Other State Funding = \$271,290

Total Expenditures for PY12 Activities = \$611,845

**b) *Customer consultations:***

Workforce Center staff recommended new products and reviewed prototypes, providing critical feedback for continuous improvement.

Responded to questions from workforce development professionals and educators regarding use of LMI data and provided instructions to customers on the use of the LMI Gateway web site to enhance services.

LMI Training and Outreach staff consulted with various workforce centers on the use of Help Wanted On-Line.

LMI staff successfully continued to meet an internal standard for customer service delivery by responding to all inquiries within 48 hours. Most responses were completed the same-day.

**c) *Partnerships and collaborations:***

LMI staff worked in partnership with workforce center leadership to identify, design and develop new Labor Market Information/customized products to address specific data needs from Workforce Investment Board members, Workforce Center staff and the customers served by those agencies.

LMI partnered with the Colorado Department of Corrections to provide industry information for their evaluation of current institutional training programs.

LMI worked with the Colorado Community College System staff to develop and deliver a joint presentation for adult educators.

- d) Recommendations for improvements or changes to the deliverables:**  
The ETA should continue to fully fund the activities and tools critical to the successful completion of the Workforce Information Grant deliverables.

**Source of Funds for PY12 Activities  
Spending Summary**

Total PY11 Second Year = \$185,587

Total PY12 = \$564,426

Total Other State Funding = \$271,290

Total Expenditures for PY12 Activities = \$1,003,303