

STATE OF IOWA ANNUAL REPORT
2012 Workforce Information Core Products and Services Grant
July 2012 – June 2013

A. PRODUCTS AND SERVICES

The Labor Force and Occupational Analysis Bureau of Iowa Workforce Development continues to recognize the need to provide quality, reliable and timely labor market information (LMI) that is responsive to customer needs. This requires more effective integration and collaboration with workforce and economic development initiatives at the local, regional, and statewide levels. This also requires the building of a stronger network of partner organizations to ensure continuous development, enhancements and dissemination of labor market information products and services to customers.

LMI serves as a critical component for the Skilled Iowa Initiative, which was launched by the governor in the summer of 2012. As the initiative moves into its second year, Skilled Iowa will focus its efforts on connecting high school students with information on the state's expanding and faster-growing industries. Efficient use of LMI by students and job seekers can increase their chances for labor market success. Labor market information can improve both the short- and long-term matches of labor supply and demand, ensuring that individuals acquire the skill sets required by employers for today's dynamic labor market.

1. **Workforce Information Database.** The Workforce Information Database provides states with a common structure for storing labor market information. The database is intended to serve as the cornerstone for information delivery, workforce research, and product development for information that is standard and comparable across all states. The Workforce Information Database is the backbone for the Iowa Workforce Information Network (IWIN). During PY 2012, the crosswalk, look-up and core tables of the Workforce Information Database version 2.4 were populated and updated as required. Funds were used for staff time, travel, equipment, programming and database development and related costs.

Activities and Accomplishments:

- Two labor analysts attended the Analyst Resource Center Consortium meeting in Albuquerque, New Mexico from March 26-28, 2013.
- During PY 2012, the Workforce Information Database was populated with the most current editions of the Infogroup Employer Database. The database was updated with the First Edition 2013 in November 2012, and with the Second Edition 2013 in April 2013. Job seekers and the general public can access the Employer Database through the Iowa Workforce Information Network (IWIN).
- Core tables were updated regularly throughout the year. (Refer to the table on the following page.)
- A staff person has been designated as a backup to the Iowa Workforce Information Network and the Workforce Information Database. He has successfully posted updated data and information to the IWIN and Iowa Trends websites, and has been given permission to update the Trends developmental server.
- Considerable work was done to transform the web pages on the iwd/lmi site to conform to the new format required for the new agency web system.

Core Table Updates:

Table	Type	Version	Update Schedule
BENCHMARK	Data	2.4	Used to update CES and labor force data to new benchmark
CES	Data	2.4	Updated monthly with state and MSA estimates
CPI	Data	2.4	Updated monthly with previous month's data
EEOPop	Data	2.4	Used for affirmative action; last updated in August 2012
EEO LABFOR	Data	2.4	Used for affirmative action; last updated in April 2013
EMPDB	Data	2.4	Updated with Infogroup First Edition 2013 in Nov. 2012; updated with Infogroup Second Edition 2013 in April 2013. Employer records for Iowa and all surrounding states were uploaded.
ESAPPLIC 1	Data	2.4	Updated quarterly
ESAPPLIC 2	Data	2.4	Updated quarterly
ESAPPLIC 2	Data	2.4	Updated quarterly
INCOME	Data	2.4	Updated with median household income from the Census and 2011 per capita income for counties from the Bureau of Economic Analysis
INDUSTRY	Data	2.4	Updated quarterly; last updated with final 3 rd quarter 2012 and preliminary 4 th quarter 2012 QCEW data
LABFORCE	Data	2.4	Updated monthly with state and U.S. data for the reference month
LABFORCE_unrounded	Data	2.4	Updated monthly with state and U.S. data for the reference month
LICAUTH	Data	2.4	Updated with current licensed occupations information for Iowa
LICENSEALL	Data	2.4	Updated with current licensed occupations information for Iowa
OCCPRJ	Data	2.4	Updated with 2010-2020 occupational projections data
OESWAGE	Data	2.4	Updated with data from May 2011 OES panel
POPULATN	Data	2.4	Updated with population data for the State and counties from the annual population estimates; last updated with July 1, 2012 data
SUBGEOG	Lookup	2.4	Table was changed to reflect new congressional districts and the move of Buena Vista County from IWD region 5 to region 3-4.

Expenditures for PY 12: \$67,000

2. **Produce and disseminate industry and occupational projections.** Iowa Workforce Development will prepare and disseminate long and short-term industry and occupational employment projections. The projections will be prepared using the methodology, software tools, and guidelines developed by the Projections Workgroup and the Projections Managing Partnership. The primary activity for PY 2012 will be the production of regional long-term industry and occupational projections for the 2010-2020 projection period. Statewide short-term projections from 2012 to 2014 will also be developed for industries and occupations. The long-term and short-term projections will be displayed on IWIN with various views and provided in both excel and pdf formats.

Iowa Workforce Development continues to use a technology-driven delivery system as a more efficient way to assist unemployed and underemployed Iowans and provide workforce services to all Iowans. "Virtual Access Points" (VAPs) have been set up in every county, with 1,000 access points throughout the state. The VAPs have been very useful in providing another means of access to IWIN and specific LMI information, such as industry and occupational projections, wages, and labor force data.

Activities and Accomplishments:

Industry Projections:

- Statewide short-term industry projections for 2011Q4 to 2013Q4 were completed in September 2012. This set of projections was developed for informational purposes only.
- Statewide short-term industry projections for 2012Q2 to 2014Q2 were completed in February 2013.
- Short-term industry projections for the 15 IWD regions for 2012Q2 to 2014Q2 were completed in March 2013. These projections reflected the new county configurations for Regions 3-4 and 5. (Buena Vista County moved from Region 5 to Region 3-4.)
- The staff person who prepares the industry projections attended the C2ER webinar on projections suite training in May 2013.

Occupational Projections:

- The regional long-term occupational projections for 2010-2020 were completed in August 2012.
- The statewide and regional short-term occupational projections for 2012-2014 were completed in April 2013.

Dissemination of industry and occupational employment projections:

- Staff worked with the Workforce Center Division Administrator to include jobs posted on the STEM microsite in the STEM publication.
- Occupational projections were provided to the Executive Director of the Central Iowa Workforce Investment Board and Iowa Employment Solutions.
- State and regional industry projections graphs were provided for the State Regional Status Reports.
- The 2011-2013 statewide occupational projections were provided for the GAP Tuition Mandate legislation. The Gap Tuition Assistance Program provides tuition support for eligible participants obtaining a designated certificate, credential, license or preparation for specified programs.
- Statewide industry and occupational projections for 2010-2020 and summaries were provided to Iowa's Occupational Safety and Health Administration.
- On September 19, 2012, IWIN training was provided to Employer Council members in Orange City and Spencer. Information on the industry and occupational projections was included in the presentation.
- In October 2012, the following publications were completed for IWIN: *Hot Jobs, Career & Education Outlook and Career, Industry and Population Report*.
- On November 14, 2012, one staff person participated in the 2012 Veterans Job Fair, which was held at the State Fairgrounds in Des Moines.
- In November 2012, the *LMI On-Line, Green Jobs* and *STEM Jobs* publications were completed for IWIN.
- On January 10, 2013, one staff person participated in the 2013 Iowa Career Expo, which was held at HyVee Hall.

- In January 2013, the *Business and Career Connection Guides* and *Career Planners/Job Seekers and Employers/Professionals Reference Guides* were completed.
- In January 2013, the state and regional high demand/low demand occupational listings were updated. The listings are used for the Training Extension Benefits (TEB) program.
- On February 12, 2013, one staff person participated in the 2013 Simpson College Job Fair at the Kent Center in Indianola.
- On February 14, 2013, the Bureau Chief participated in a Career Fair at Drake University in Des Moines along with staff from the Des Moines local office.
- On February 28, 2013, the Bureau Chief presented on careers and career resources to approximately 45 Waukee high school students.
- In February 2013, an article was submitted on Iowa's Job Outlook 2010-2020 for *Iowa's Workforce and the Economy* publication.
- On April 29, 2013, one staff person participated in the 2013 Career Ad Resource Expo held on the DMACC campus.
- On May 22, 2013, one staff person presented on the IWIN site for a local Employers' Council in Cedar Rapids.

Expenditures for PY12: \$190,000

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

Activities and Accomplishments:

- The seventh edition of *Iowa's Workforce and the Economy* was completed in June 2013. Prior to beginning work on this project, IWD's Director was consulted to determine which topics would be of most interest to the governor, the State Workforce Investment Board and partner agencies in the workforce development system. The Director asked that articles be included on advanced manufacturing, the Skilled Iowa Initiative and Iowa's technology economy. The publication will be distributed to the Governor's office, the State Workforce Investment Board, the chairpersons for each of the local RWIBs, and to state agency directors. The publication can be accessed through the Iowa Workforce Information Network (IWIN) at:
<http://iwin.iwd.state.ia.us/pubs/pubs/iowaworkforceandtheeconomy.pdf>
- *Middle-Skilled Jobs in Iowa*, July 2013. This publication was updated in 2013 to include the latest population and labor force trends, and how they relate to the middle-skill occupations.
<http://iwin.iwd.state.ia.us/pubs/careers/middleskilljobs.pdf>
- *Status of the Iowa Workforce and Economy* is prepared monthly to provide the governor, the state and local workforce investment boards (WIBs) state legislators, the Employer's Council of Iowa and other government planners with a one-page snapshot of the Iowa economy. The publication includes information on unemployment trends, nonfarm employment trends, unemployment insurance (UI) benefits, and other relevant economic issues:
<http://iwin.iwd.state.ia.us/pubs/statewide/statusofeconomy.pdf>

- *Iowa Wage Survey 2012* has been developed to offer customers the most timely occupational wage information available. The wage estimates are prepared by applying the Employment Cost Index to the Occupational Employment Statistics (OES) data. The wage estimates are generated for the State, the MSAs, 15 IWD regions, four Balance of State areas, and counties. The publication can be accessed at:

<http://iwin.iwd.state.ia.us/iowa/ArticleReader?itemid=00004080>

Expenditures for PY 12: \$78,000

4. **Post products, information, and reports on the Internet.** During PY 2012, staff continued to post grant-produced products and reports, economic time series, and other workforce information on the Web. Most information can be accessed through the Iowa Workforce Information Network (IWIN).

Several licensed occupations were updated for Iowa's Licensed Occupations in order to provide current information.

Activities and Accomplishments:

IWIN monthly statistics for PY 12:

Month	Visitors	Total Hits	Visitor Hits	Spider Hits	Year-to-Year Change in Visitor Hits
July - 2012	44,795	2,456,835	887,026	1,569,809	-8.2%
Aug	42,927	2,073,774	834,574	1,239,200	-29.0%
Sept	41,326	2,680,281	811,527	1,868,754	-11.1%
Oct	45,032	3,728,126	1,022,204	3,728,126	22.0%
Nov	40,236	2,592,175	785,179	1,806,996	-3.1%
Dec	38,870	2,435,684	788,163	1,647,521	-5.4%
Jan - 2013	52,278	3,120,867	1,084,093	2,036,774	5.6%
Feb	41,584	3,065,582	901,642	2,163,940	-10.2%
Mar	45,589	2,605,842	922,132	1,683,710	-8.1%
Apr	45,077	2,743,183	957,001	1,786,182	-9.2%
May	42,129	2,702,684	912,974	1,789,710	-9.5%
June	40,159	1,949,724	815,180	1,134,544	-11.0%
Total	520,002	32,154,757	10,721,695	22,455,266	-7.2%

The following information, products and reports were made available in IWIN during PY12:

- Affirmative Action Data 2012 (State, MSA, counties and IWD regions)
- Annual Farmland Price Survey (ISU)
- Business Connection Guide
- Career Connection Guide
- Career & Education Outlook 2010-2020
- Career, Industry & Population Report
- Career Planners & Job Seekers Website Reference Guide
- Commuting Patterns from the 2006-2010 American Community Survey
- Consumer Price Index (monthly)
- County Unemployment Rate Map (monthly)
- Current Employment Statistics (monthly for State and MSAs)

Employer Database (two annual updates)
Employers & Professionals Website Reference Guide
Industry Projections for Iowa and 15 IWD regions 2010-2020
Industry Quarterly Review
Iowa Current Employment Situation (monthly news release)
Iowa Occupational Projections 2010-2020 (State and 15 IWD regions)
Iowa Regional and County Profiles for 2011
Iowa Short-Term Industry Projections 2012-2014
Iowa Short-Term Occupational Projections 2012-2014
Iowa's Green Jobs
Iowa's Hot Jobs
Iowa's STEM Jobs 2010-2020
Iowa's Workforce and the Economy 2013
Labor Force Data (monthly)
Labor Force Summaries (current and annually for years updated to the latest benchmark)
Middle-Skill Jobs in Iowa (updated edition released in July 2013)
Quarterly Census of Employment and Wages (annually and quarterly)
Occupational Employment Statistics (OES) Wage Survey (May 2012)
Occupational Employment Projections 2010-2020 (15 IWD regions)
Occupational Projections Summaries by IWD region
Status of the Iowa Workforce and Economy (monthly)
Status of the Unemployment Trust Fund report

***Iowa Trends is a separate website that is also incorporated in IWIN. The site is composed of a variety of statewide and local economic indicators that are updated as they become available. The following indicators can be accessed from the site:**

State Level Data:

Business Patterns
Nonfarm Employment (current and historical)
Unemployment Insurance Claims
Mass Layoff Statistics
Existing Home Sales (U.S. and regions)
Iowa Gross Domestic Product, 2006-2011
Iowa New Residential Housing Permits
Personal Income 2008-2012
Iowa New Vehicle Registrations
Production Worker Hours and Earnings in the State of Iowa
Median Sales Price of Existing Single Family Homes for Metropolitan Areas

Local Level Data:

Median Household Income (U.S., Iowa and Iowa counties)
Personal Income for Metropolitan Areas
Per Capita Personal Income (Iowa and counties)
County Poverty Estimates
Total Population for Iowa and Counties, including forecasts
Farm Sector Data
Value of Iowa Farm Exports by Commodity
Net Farm Income by State
Value-Added Components of Iowa Net Farm Income
Federal Reserve Bank of Chicago Survey of Farmland Values

Multi-State Data:

Annual Average Pay for All Covered Employment
E-Commerce Sales
Gross Domestic Product by State

Expenditures for PY 12: (\$66,000)

- 5. Partner and consult on a continuing basis with workforce investment boards and key talent development partners and stakeholders.** Iowa Workforce Development will continue to consult and partner with stakeholders in the workforce development system in order to identify and provide labor market information that can be used to enhance economic development strategies and career guidance.

Activities and Accomplishments:

Prior to the RWIB quarterly meeting in Region 12, the IowaWORKS Manager for Greater Siouxland requests an economic analysis for Region 12 that is distributed at the meeting. The analysis generally includes information on employment and unemployment trends, nonfarm employment trends and the current-year Unemployment Insurance statistics for the region.

LMI training sessions to IWD staff and presentations to the local workforce investment boards were completed in PY2012. Detailed information on these sessions is provided on the following page.

Expenditures for PY 12: (\$49,000)

LMI TRAINING SESSIONS AND RWIB MEETINGS BY IWD REGION			
Region	City	LMI Training	RWIB Meeting
1	Dubuque and Decorah	Apr 24, 2012 - IowaWORKS staff Dubuque 8:00 - 9:00 a.m. and 9:30 10:30 a.m. Apr 24, 2012 - Employers' Council of Iowa, Lunch n' Learn Dubuque, 12 p.m. - 2:00 p.m. Apr 25, 2012 - IowaWORKS staff Decorah, 9:00 - 10:00 a.m. Apr 25, 2012 - ECI Lunch n' Learn Decorah, 11:30 - 1:30 p.m.	Apr 24, 2012 - RWIB meeting in Elkader, 4:30 - 5:15 p.m. Laborshed studies are of particular interest. The availability of a skilled workforce is an increasing concern as hiring increases in manufacturing. Projections are also of interest.
2	Mason City	Dec 13, 2011 (PY 2011)	Nov 17, 2011 (PY 2011)
3-4	Spencer	Aug 3, 2012 10:00 - 11:30 a.m. and 1:00 - 2:30 p.m.	May 24, 2012 9:30 - 11:30 a.m.
5	Ft. Dodge	Mar 19, 2012 10:00 a.m. and 11:30 a.m.	Mar 19, 2012 4:00 p.m.
6	Marshalltown	May 15, 2012 2:00 - 3:30 p.m.	May 15, 2012 5:00 p.m.
7	Waterloo	July 26, 2012 10:00 a.m. and 1:00 p.m.	July 26, 2012 4:00 p.m.
8	Carroll	No LMI Training; provided packets to manager	Nov 15, 2012 5:30 p.m.
9	Davenport	June 8, 2012 10:00 - 11:30 a.m. and 1:00 - 2:30 p.m.	July 26, 2011 (PY 2011)
10	Cedar Rapids	June 28, 2012 Cedar Rapids 8:00 - 9:30 a.m. Iowa City 2:00 - 3:30 p.m. (PY 2011)	June 28, 2012 11:00 a.m.
11	Des Moines	Feb 2013 LMI Training at DMACC	Aug 23, 2012
12	Sioux City	Mar 22, 2012 9:00 - 11:00 a.m. and 1:30 - 3:30 p.m. (PY 2011)	Mar 22, 2012 4:00 p.m. (PY 2011)
13	Council Bluffs	Oct 8, 2012 one training session	July 25, 2012 10:00 - 11:00 Iowa Western Community College
14	Creston	Oct 28, 2011 (PY 2011)	July 16, 2012 6:30 p.m.
15	Ottumwa	Apr 18, 2012 8:00 - 9:30 p.m. (PY 2011)	Oct. 25, 2011 (PY 2011)
16	Burlington	Nov 26, 2012 3:00 p.m.	Nov. 26, 2012

B. CUSTOMER CONSULTATIONS

At the end of each month, a Customer Satisfaction Survey is sent to individuals who requested labor market information during the past month. The survey is not burdensome to our customers as the majority completed the responses to seven items in one minute or less. The respondents have the opportunity to rank the responses as: very satisfied, satisfied, neutral, dissatisfied, and very dissatisfied and may also include additional comments. While some customers provided rankings of neutral, the vast majority were very satisfied as shown by the results below:

1. How satisfied were you with the information or product that you received in response to your request?
83 percent very satisfied 8.5 percent satisfied 8.5 percent neutral

2. How satisfied were you with the time it took to respond to your request?
67 percent very satisfied 25 percent satisfied 8 percent neutral

- Knowledge and competence
92 percent very satisfied 8 percent neutral

- Managing your request
84 percent very satisfied 8 percent satisfied 8 percent neutral

- Professionalism
92 percent very satisfied 8 percent satisfied

- Overall performance
84 percent very satisfied 8 percent satisfied 8 percent neutral

Comments:

Ms. Wagner called to confirm that I understood her answer to my questions regarding not-seasonally adjusted unemployment rates. Very satisfied with the experience!

I spoke with two different people in your office and they were both very helpful. Thank you.

The response time was phenomenal. I really appreciated it.

Work on our issue is ongoing but we are very appreciative of the highly knowledgeable staff that we spoke with.

Prompt and informative!

LMI Training/Presentation Evaluation Results:

During the last year the Labor Market and Workforce Information Division continued to provide no cost labor market information training on products and services to staff, boards, and partners such as: business and industry, community colleges, economic developers, and local governmental staff. The training objective was to enhance individuals' awareness and use of labor market information products in their daily work activities and decision making processes.

The location and number of the training sessions was determined by the requestor of the training. Most locations requested one session which ran either 60 or 90 minutes, and each participant received a packet of information that also included a presentation evaluation form.

A staff member from each of the three bureaus located within the division—Employment Statistics, Labor Force and Occupational Analysis, and Regional Research and Analysis assisted with the training which provided, an overview of the LMI products and services, methodologies used to develop the products, and how to access the information.

In addition, customized presentations were delivered to local regional Workforce Investment Boards and local Employers' Councils of Iowa (ECI) on their specific economic conditions and job outlook. Some of the ECI presentations were used to obtain one hour of continuing education credit.

Facts, new and local information, power point, packet and the willingness of staff to answer questions were the items participants liked best. It was also found that 100 percent of the attendees had a better understanding of the kinds of labor market information produced by Iowa Workforce Development after the presentation.

As of June 30, 2013, staff have conducted eight LMI trainings, provided LMI to six Regional Workforce Investment Boards and three Employers' Council of Iowa groups for a total of approximately 300 individuals.

The LMI participants were provided an evaluation form and asked to rate aspects of the presentation with 1 being poor and 5 being excellent. The overwhelming majority rated each item 4 or above, the results of which are shown below:

- 90 percent of the participants thought the presenters spoke clearly
- 100 percent of the participants thought the presenters were knowledgeable
- 88 percent of the participants thought the topics covered were relevant to their work
- 85 percent of the participants thought the time allocated for the training was adequate
- 92 percent of the participants thought the training was well organized
- 98 percent of the participants thought the handouts were adequate and helpful
- 91 percent of the participants rated the overall quality of the training 4 or above

The evaluation also asked participants open-ended questions. The questions and top responses to each can be found below:

1. Please indicate three ways you intend to use the information obtained in the session?
 - To assist customers with making informed career/educational decisions.
 - To locate and share local and statewide occupational wages.
 - To locate local data and trends.
 - To write grants, conduct research, create strategic plans, needs assessments and develop customer service plans.
 - To locate information on employers, labor availability, compensation, potential workers, and develop employer recruitment strategies.
 - Share information with others, use it for presentations and training, discuss LMI at meetings and with human resource staff.

2. What topics were most useful?
 - Overview and navigation of the websites and locating information.
 - Wage data.
 - Occupational information.
 - Data on the labor force, nonfarm employment and unemployment rates.

3. What could be change or improved?
 - Have computers available.
 - More time.

4. Do you have any additional comments or suggestions?
 - Thank you.
 - Wage data.
 - Very good and very helpful information.
 - Well done and very informative.

C. PARTNERSHIPS AND COLLABORATIONS

- In August 2012, IWD staff who were completing Iowa's Integrated Workforce Plan for WIA, were provided with a wide range of labor market information for inclusion in the plan. This information included: Iowa's Workforce and the Economy, statewide industry and occupational projections, statewide demographics from the census, the Local Employment Dynamics (LED) and the Older Worker Profile.
- Two of the LMI Bureau Chiefs participated in the National Coalition Skills Advisory Meeting to develop a plan for the Iowa Skills 2 Complete Coalition. This initiative was led by the Department of Education to create a policy agenda to close Iowa's skills gap and build pathways to good jobs that will ensure economic security for all Iowans. The document that was prepared incorporated information from the Middle-Skills publication.
- Information was provided to educational institutions and economic developers on the number of people registered for work in selected occupations, and in specific geographical areas. The information was used to assess program development and the number of workers available for work in specific occupations.
- Various aspects of labor market information have been provided to the Iowa Workforce Director, Deputy Director and Communications Director. The data included: employment and unemployment trends, census data, industry and occupational wages, industry and occupational employment and information on middle-skill jobs.
- LMI has formed strong relationships with local economic developers and educational institutions. These customers are frequently provided with job outlook information, industry and occupational wages and the number of people registered for work in selected occupations by geography in Iowa.
- On September 12, 2012, the Bureau Chief provided a presentation to 18 counselor supervisors with the Iowa Department of Vocational and Rehabilitative Services on middle-skill occupations.
- On September 25, 2012, labor market information materials were displayed at the Professional Developers of Iowa (PDI) Conference in Council Bluffs, Iowa. The Professional Developers of Iowa (PDI) is a statewide non-profit organization representing more than 340 economic development professional in Iowa.
- On September 20, 2012, the Bureau Chief presented to counselors of the Iowa Department of Vocational and Rehabilitation Services on middle-skill jobs.

- The Bureau Chief was a member of the Planning Committee for the annual State of Iowa celebration for Reverend Dr. Martin Luther King, Jr. The event was held at the Ft. Des Moines Museum, and was free and open to the public.
- On October 4, 2012, the Bureau Chief presented information from *the 2012 Iowa's Workforce and Economy* publication to a joint Regional Workforce Investment Board and CEO meeting at the Des Moines Botanical Center.
- LMI staff worked on updating the Iowa Legislative Fact Book. Some of the data included: labor force and nonfarm employment trends, sales of existing homes, companies by size class and unemployment rates by race and ethnic group.
- LMI information was provided to IWD staff for their local Customer Service Plans, which included data on veterans, occupational wages, census data and information on the skills gap.
- Labor market information was provided for Iowa's WIA Plan. This information included: the Laborshed for less than high school education, Affirmative Action data, Workforce Needs Assessment, labor force data, Statewide Laborshed and labor force by educational attainment.
- Provided assistance to local IWD staff with locating and understanding data on Iowa's population 18 years of age and over with a criminal record.
- Provided IWD staff information on the job outlook, wages for specific occupations and the Standard Occupational Classification codes for occupations.
- Iowa's Occupational Safety and Health Administration was provided with occupational education and wage information.
- In November 2012, labor market information was provided to the Division Administrator for Workforce Services to assist in the preparation of the local WIA plans. This information included: industry employment, laborshed analysis, census data, the Quarterly Census of Employment and Wages, declining occupations, growth industries, hot jobs and labor force data.
- In December 2012, the Labor Market and Workforce Information Division contributed the following information for IWD's Annual Report: an overview of the Iowa economy and statistics on Unemployment Insurance benefits. Descriptive information on some of the division's products was also provided: the information developed from each of the Bureau of Labor Statistics' federal-state cooperative programs, Laborshed Studies, Educational Outcome Measures, the Employer Database, Workforce Needs Assessment, Fringe Benefit Profile, and Dislocated Workers Analyses.
- During December 2012 and January 2013, LMI collaborated with the Iowa Department of Corrections' Second Chance Solicitation to provide information on specific demand occupations and the corresponding industries that are in close proximity to correctional facilities. The Department is developing vocational training programs for inmates in cooperation with local employers. Eventually, the goal is to have employers hire low-risk offenders.
- The Iowa Department of Health was provided with information on various healthcare-provider occupations and industries for their Maternal, Infant, Early Childhood Home Visiting program.
- On February 18, 2013, the Bureau Chief presented at an in-service for IWD staff. Participants were shown how to answer specific questions by using IWIN.
- The Bureau Chief attended the National Alliance for Partnerships in Equity Professional Institute held in Arlington, Virginia from April 15-18, 2013. The conference provided strategies, tools, and best practices to create equity and diverse classrooms and workplaces without barriers. She attended on behalf of the Iowa Department of Education. Information was provided for the State and 17 Regional Status Reports such as

industry projections, unemployment rates, industry employment and wages, average employment by age and industry employment by gender.

- Labor market information was provided for IWD Regional Managers to the Division Administrator for Workforce Services. The data provided included: population, gender, age, education, income, declining occupations, high growth industries, hot jobs and labor force.
- The Iowa Board of Nursing was provided with the most recent wage and employment information on registered nurses and licensed practical nurses in Iowa and information on data sources.
- On March 27, 2013, the Bureau Chief provided a presentation to nursing students at Mercy College on the employment outlook for healthcare positions and participated in their career networking.
- Historical information was provided on Iowa's STEM workforce for the Iowa STEM Monitoring Project.
- The Bureau Chief attended the Iowa Opportunity Summit which provided a forum for various organizations around the state to come together to formulate strategies to close the gap between youth and economic success.
- Staff members participated in a webinar for the Customer Consultation Service Group Self-Assessment Tool to enable Iowa to be a regional tester.
- For several years, LMI has presented economic and career-related information at the annual Teachers' Workshop held at the University of Northern Iowa. This presentation was provided on June 13, 2013 to about 40 teachers in Waterloo, Iowa and the surrounding area.

D. NEW TOOLS AND RESOURCES

A new publication, *Career Connection Guide*, was designed to assist job seekers and students with their career planning. The Guide is divided into six subject headings (Labor Market & Workforce Information, Education, Workforce Services, Job & Career Development, Entrepreneurship and Government & Volunteer Service Programs). Each of the six sections provides useful links to information related to the subject heading.

E. RECOMMENDATIONS FOR CHANGES AND IMPROVEMENTS TO THE LMI-WI GRANTS TO STATES' DELIVERABLES

Iowa has recommended for several years that the state's allocation of funds be increased. Additional funding is needed to cover the costs of travel, training, information technology (IT) and the printing of materials. Over the past few years, information technology costs have risen significantly.

A universal tool for obtaining customer feedback on products and services would be useful.

A low cost uniform labor market information delivery system would be helpful in ensuring users are able to retrieve uniform data in a like manner from each state. This would result in ease of understanding and better use of labor market information.