



Puerto Rico Department of Labor and Human Resources
Research and Statistics Division
PY09 Workforce Information Grant Annual Performance Report
July 1, 2009 – June 30, 2010 Deliverables:
(Dated 9/30/10)

1. CONTINUE TO POPULATE THE WORKFORCE INFORMATION DATABASE WITH STATE AND LOCAL DATA

The database is required from all states and has been in use for years. It is a standardized, electronic national repository for labor market data with a prescribed format.

- Puerto Rico is currently using version 2.4 of the Workforce Information Database.
- Core tables in version 2.4 were defined, and DTRH-IT successfully completed the correspondent migration of the old tables to new ones.
- Puerto Rico was able to produce the OES files required for the upload of occupational data to WID. The occupational files for years 2009 were uploaded to the database.
- All others BLS programs files had been uploaded to WID, these include the estimates from: QCEW, CES, and LAUS.
- As a result of conversations with the National Crosswalk Service Center (NCSC), Puerto Rico was added to the list of links for specific files for the Workforce Information Database.
- We completed the process for request non-BLS data files.
- We acquired new hardware equipment to improve the ability to display all detail levels of data elements in the database for the WID system.

Action Plan:

- Implement controls and procedures for the continue update core datasets as more recent data becomes available.
- Maintain close relationship and conversations with NCSC to gain the necessary knowledge of the “best practices” using the tool and leverage on the products, services, support and training provided.

2. PRODUCE AND DISSEMINATE INDUSTRY AND OCCUPATIONAL EMPLOYMENT PROJECTIONS

LMI occupational projections are used to help identify in demand occupations and anticipated areas of demand. These projections also help in making better decisions to assist the Government of Puerto Rico and local areas in their strategic use of workforce investment funds, looking at long term transformational industry occupations and opportunities for entrepreneurial investments.

- Puerto Rico completed the long and short term industry and occupational projections for 2006-2016 as requested by TEGl 29-06 and TEGl 31-07. The long term projections were successfully completed, with the assistance of Rebecca Rust, LMI Director of the Labor market Statistics Center in Florida, and her team.
- We sign a Memorandum of Understanding (MOU) with the Economic Research Unit from the University of Puerto Rico to help the projection staff in the validating process.
- Two publications with the long term projection estimates and analysis were completed and are available in Spanish and English. Both of them were submitted to ETA.
- In February 2010 was incorporated as staff member Blania Calderón. This represents a great improvement in technical terms since she has educational preparation in statistics and programming and has OES experience.
- Puerto Rico is finalizing the 2008-2018 long-term projections. We are in the process of validating the industrial projections results for then, run the occupational projections.

Action Plan:

- Further training and staff development is required to fulfill the occupational projections deliverables.
- Puerto Rico will be requiring technical assistance and expertise to implement the process to assure the production of projection estimates as required specially in basic training of QCEW and OES survey, process ad procedures, methodology, interpretation and uses of estimates and more important, the particular characteristics of Puerto Rico.
- After producing the Projections for Puerto Rico at the state level, Puerto Rico will continue working to produce the estimates at the local level.

3. PUBLISH AN ANNUAL ECONOMIC ANALYSIS REPORT FOR THE GOVERNOR AND THE SWIB

ETA requires LMI to publish an annual state economic analysis report to inform workforce development policy and investment determinations by the governor, the SWIB, LWIBs, and workforce development partners.

Historically PR-LMI had provided the workforce information data. The analytical activities, crucial to the development of this report, were conducted by external contractors.

4. POST PRODUCTS, INFORMATION AND REPORT ON THE INTERNET

Maintain the labor market information on-line application. Continue to expand portal pages targeted towards toward customer groups for relevant information.

Products include workforce publications, surveys and delivery system, all published on the Puerto Rico LMI website, *net-empleopr.org*. In addition, many of these products are also disseminated electronically or in hard copy format.

a) Regular Posted Publications:

- Labor Market Information Newsletter (Quarterly)
- Labor Force Bulletin (Quarterly)
- Tendencies and Perspectives (Quarterly)
- Industrial Composition by Municipalities (Quarterly)
- Unemployment by Municipality (Monthly)
- Significant Lay-offs (Quarterly)
- Jobs and Salaries by Municipalities and Industry
- Employment and Unemployment in Puerto Rico (Monthly and Annually)
- Women's participation in the Labor Force (Annually)
- Consumer Price Index in Puerto Rico (Monthly)
- Employment Statistics by Occupations (Annually)
- Non-agricultural Wage Employment in Puerto Rico (Monthly)
- Occupational Injuries and Illnesses Survey (Annually)
- Census of Fatal Occupational Injuries (Annually)
- Occupational Skills Survey (Annually)
- Monthly Statistical Unemployment Insurance Report (Monthly)

Action plan:

- We are in the process of finalizing the redesign of the LMI web page and expected to be completed during the month of December.

5. PARTNER AND CONSULT ON A CONTINUING BASIS WITH WORKFORCE INVESTMENT BOARDS

Accomplishments:

- Through the planned use of customer satisfaction (CS) data, obtained from our CS survey process, targeted customer surveys. The Division continues to be positioned to respond to customer insights and expected outcomes that will result in more customer-focused and demand driven products and information services.
- We have made several meetings with academic labor research professionals to share and analyze labor market information for future publications.
- We have developed partnership with government agencies, private institutions, and non profit organization to develop the green market occupational profile in Puerto Rico.

6. CONDUCT SPECIAL STUDIES AND ECONOMIC ANALYSES

The Puerto Rico Bureau of Labor Statistics together with the Auxiliary Secretary of Planning coordinated to update some publications about the wage and occupational employment statistics.

- Employment Statistics by Occupations by Industrial Activity 2007
- Employment Statistics by Occupations by Metropolitan Area 2007
- Employment Statistics by Occupations by Industrial Activity 2008
- Employment Statistics by Occupations by Metropolitan Area 2008
- Employment Statistics by Occupations 2009

In December 2009, the Puerto Rico Department of Labor (PRDOL) received the approval of the Labor Market Information Improvement Grants (**Green Jobs**). The principal objective is to bring together the private sector industries, academia, and government labor market analysis to build a stronger bridge, identify regional skills deficiencies, and facilitate a smoother exchange among academia, employers and workers. Puerto Rico projects to obtain the statistical and research information necessary for the decision making process in the development of the green industry.

Other action Items:

- Continue to monitor the implementation of the **Local Employment Dynamics (LED)** tool. PR-LMI is pending the validation of the data from the U.S. Census. When completed, Puerto Rico will be using one of the electronic labor market tools currently used in the states, making information more easily and available to end users.
- Establish an LMI advisory committee.
- Provide training to local boards and front line staff on the use of this and other labor market information for the provision of services to job seekers, employers, communities and economic development agencies. We have been in communication with the Labor Market Information Institute to coordinate a state training activity.
- The recommendations provided by Mr. John Dorrer in the Path to Transformation report provided by Maher & Maher, in year 2008 continue to be part of our working plan.

We are aware of the importance of the employment, occupational, and other data that we collect and develop, commonly referred to as Labor Market Information (LMI), especially in terms of measure to the labor market and the economy activity. This information is necessary to design policies and strategies to improve the working situation, and to our users because this is essential for career decision-making and for establishing workforce-training opportunities and economic development strategies.