

District of Columbia
Department of Employment Services

Annual Performance Report

Program
Year 2012

**District of Columbia
Annual Performance Report
Workforce Information Grant
Program Year 2012**

The District of Columbia (District) Annual Performance Report under the Workforce Information Grant (WIG) for Program Year (PY) 2012, which began July 1, 2012, and ended June 30, 2013, is provided in this document, as required by the Employment and Training Administration (ETA), U.S. Department of Labor.

A. Description of program deliverables.

WIG provides states with the funding to produce the following five deliverables:

1. Populate the Workforce Information Database with state and local data.
2. Produce and disseminate industry and occupational employment projections.
3. Conduct and publish relevant economic analyses, special workforce information, and/or economic studies of benefit to the Mayor and the Workforce Investment Council (WIC).
4. Post products, information, and reports on the Internet.
5. Collaborate and consult on a continuing basis with the WIC and other key workforce and economic development partners and stakeholders to improve LMI-WI products, tools, and information services to meet evolving customer needs.

B. Description of the annual economic analysis or special reports produced.

In PY 2012, the Office of Labor Market Research and Information (OLMRI) of the District's Department of Employment Services (DOES) produced the following publications and special economic analyses:

1. A publication showing the distribution of wages in the District of Columbia and Washington MSA by occupation.
2. An analysis of the educational attainment of employed District residents by occupation.
3. An analysis of commuting patterns in the Washington MSA by industry, occupation, education, and age.
4. A ranking of Best Occupations in the District.
5. A ranking of Best Programs of Study in the District.

6. An analysis of unemployment in the District by occupation.
7. An analysis of occupational compatibility for 24 occupations with worst unemployment in the District.
8. An analysis of the profile of the unemployed in the District.
9. An analysis of the effects of sequestration on the District's labor market.

These and other activities conducted by the OLMRI are described in greater detail in Section 3 of Part D below.

C. Explanation for why a grant deliverable was not accomplished, and an explanation of what will be done to ensure completion of the deliverable.

In PY 2012, OLMRI met all five of the grant's deliverables.

D. Description of outcomes compared to the grant statement of work deliverables.

This section describes OLMRI's accomplishments for each deliverable.

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

The District continued to employ the services of Geographic Solutions, Inc., through its DC Analyzer system, for maintenance of the District's Workforce Information Database (WID). Since March 2013, Geographic Solutions has used version 2.5 of the WID as required by the WIG.

OLMRI updated core labor market data in the DC Analyzer system. Data included resident employment and unemployment rates; non-farm jobs by industry; occupational wages and employment; occupational staffing patterns; industry and occupational projections; educational programs; locations of educational and training institutions; and contact information for local employers.

The web address for the DC Analyzer system is: <https://analyzer.dcnetworks.org/>.

2. Produce and disseminate industry and occupational employment projections.

In PY 2012, OLMRI produced short-term (2012-2014) industry and occupational projections for the District of Columbia.

The projections were submitted for public dissemination following the procedures established by the Projections Consortium. The projections were also posted on the OLMRI website (at <http://does.dc.gov/page/labor-statistics>) and placed in the Workforce Information Database (at <https://analyzer.dcnetworks.org/>).

3. Conduct and publish relevant economic analyses, special workforce information, and/or economic studies of benefit to the Mayor and the Workforce Investment Council (WIC).

The following materials, publications, presentations, and analyses were provided by the DOES OLMRI in PY 2012:

- a. A publication showing the distribution of wages in the District of Columbia and Washington MSA by occupation was produced and distributed in the District. The report includes a narrative that helps readers use and interpret the data.
- b. An analysis of the educational attainment of employed District's residents by occupation was shared with the WIC and DOES Office of Workforce Development. The results of the analysis were used to determine feasibility of various occupations for DOES customers.
- c. A presentation on the District's labor market trends was delivered to the DOES senior management team.
- d. OLMRI performed an analysis of commuting patterns in the Washington MSA by industry, occupation, education, and age. The results of the analysis were shared with the WIC, the District's Executive Office of the Mayor (EOM), and the District's Office of the Deputy Mayor for Planning and Economic Development (DMPED).
- e. LMI training was provided to the DOES One-Stop case managers. The training focused on occupational employment projections and related issues.
- f. Data on projected occupational demand and occupational wages were used to construct a single index/ranking of Best Occupations in the District. The ranking was shared with the WIC, DOES Office of Workforce Development, DOES Project Empowerment, and the District's Office of the State Superintendent of Education (OSSE) to guide investments in training and subsidized employment.
- g. The index of Best Occupations and an SOC-to-CIP crosswalk were used to develop a separate index/ranking of Best Programs of Study (CIP codes) that can be offered in the District. The index was requested by OSSE and the District of Columbia Public Schools (DCPS) to prioritize their Career and Technical Education programs of study.
- h. Micro-data from the American Community Survey (ACS) was used to estimate the number of unemployed people and the unemployment rate in the District by occupation. These estimates were then used to create a list of 24 occupations with the worst unemployment in the District. The analysis of the occupations with the worst unemployment in the District helps DOES and the WIC direct training and employment activities toward more promising occupations.

- i. Data on occupational compatibility and the ranking of Best Occupations helped OLMRI determine and rank potential target occupations for people from each of the worst 24 occupations in the District. OLMRI then identified a potential pool of unemployed people (from the list of 24 worst occupations) that can be transitioned to each of the best occupations in the District. This analysis contributes to our understanding of the occupational gaps in the District and will be used by the WIC and DOES to prioritize workforce development programs in the District.
- j. A dataset with monthly information on the number of job openings by occupation (8-digit SOC-ONET code) was presented to the WIC.
- k. A profile of the District's unemployed population was developed at the request of the EOM. Micro-data from the ACS was used to generate tabulations for the following variables (all by employment status): weeks worked and hours worked per week; total income and income from various sources; recipients of food stamps; six measures of disability; English language proficiency; size of family; and the number of children under age five. Data from the DCNetworks system and the Unemployment Insurance (UI) database was used to analyze the demographics (such as age, gender, race, occupation, and educational attainment) of these two populations.
- l. DOES awarded a research grant to BW Research Partnership to survey employers and training providers to map out the skills gap in the District and to create a catalogue of all training providers in the District.
- m. An analysis of the effects of sequestration on the District's labor market was conducted at the request of the EOM, the results of which were discussed by the Mayor during a press conference on the subject. The findings were also presented to Advisory Neighborhood Commission chairs and Boards and Commissions chairs.
- n. Information on high-tech occupations and high-tech employers in the District was compiled by OLMRI and featured in a presentation by the Mayor during a Youth Technology Town Hall meeting in April 2013.
- o. DOES worked with the District's Office of Planning (OP) to prepare data on employment and wages by industry in an area the Mayor designated for industrial land transformation.
- p. LMI and GIS mapping data were used to identify multiple Targeted Employment Areas for processing by the DMPED as part of the U.S. Citizenship and Immigration Services Employment Creation (EB-5) Visa Program.
- q. DOES provided labor market information and an analysis to be included in the 2013 DC Indices produced by the OP.

- r. Labor market information was provided for several workforce development reports submitted to the U.S. Department of Labor.
- s. LMI materials were prepared and distributed at a number of career and recruitment events in the District.
- t. Lists of “high-demand” and “declining” occupations were compiled for the District of Columbia Benefit Extension Training (DCBET) program.
- u. DOES provided updates and feedback on One City Action Plan workforce indicators for the District’s Office of the City Administrator.
- v. OLMRI responded to numerous other labor market information requests from District government agencies, researchers, consultants, journalists, employers, training providers, and the general public.

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

The OLMRI disseminated core labor market data through the DC Analyzer system. The office also posted industry and occupational employment projections and an occupational wage publication on its website (at <http://does.dc.gov/page/labor-statistics>).

5. Collaborate and consult on a continuing basis with the Workforce Investment Council and other key workforce and economic development partners and stakeholders to improve LMI-WI products, tools, and information services to meet evolving customer needs.

As noted above, the OLMRI is a regular contributor to a host of government agencies and entities in the preparation of studies, plans, and publications. In PY 2012, these collaborations included:

- a. Coordination with the WIC to provide data and information for workforce development endeavors. Many OLMRI activities, including 3(b), 3(f), 3(g), 3(h), 3(i), 3(j), 3(k), and 3(l) above, were conducted in response to or in collaboration with the WIC.
- b. Consultation with internal partners, including the DOES Office of Workforce Development (Office of One Stop Operations, Office of Special Programs, Office of Policy and Performance, and Business Services Group), and the Office of the Director to learn their needs for LMI. OLMRI activities for these groups included items 3(a), 3(b), 3(c), 3(d), 3(e), 3(r), 3(s), and 3(t) noted above.
- c. Service to external government partners, such as the EOM, DMPED, OSSE, DCPS, and OP. OLMRI work activities for these groups included 3(c), 3(d), 3(f), 3(g), 3(k), 3(m), 3(n), 3(o), 3(p), 3(q), and 3(u) listed above.
- d. Contributed to the development of the Longitudinal Employer–Household Dynamics (LEHD) Program of the Census Bureau by providing the program with

the data needed for producing more detailed workforce statistics for the District. The statistical tools produced by the LEHD Program include the Community Economic Development Hot Reports, Quarterly Workforce Indicators, On the Map, and Industry Focus. OLMRI used some of these data tools in its own research and analysis.

E. Summary of the customer consultations regarding state workforce information products and services.

As indicated in Sections 3 and 5 of part D above, OLMRI collaborated with the WIC, other divisions within DOES, and several DC government agencies on many of its work activities. As part of this collaboration, OLMRI held continuous consultations with these customers in order to design products and services that they need.

As indicated in Section 3(v) of Part D above, OLMRI responds to numerous labor market information requests from researchers, consultants, journalists, employers, training providers, and the general public. OLMRI consults with all of these customers via email, phone, and face-to-face meetings to better understand their data needs and subsequently tailors the provided information and analysis accordingly.

F. Summary of activities to be undertaken to add customer value, where needs for improvements are indicated.

The following publications will be developed to add customer value and improve LMI information to stakeholders and jobseekers:

1. District of Columbia Labor Market Trends: a monthly publication that provides the latest labor market data, such as employment, labor force and unemployment rates, unemployment insurance claims filed, and jobs advertised online.
2. Talent Pipeline Report: an analysis of unemployed individuals in the District's workforce and unemployment insurance systems to identify opportunities for translating job seekers' existing skills to new occupations and industries while also assessing skills gaps that could be addressed through new training and employment options.
3. Industry Cluster/Career Pathway Reports: a series of reports that describe key industry clusters in the District's economy and the occupations and career pathways available within those industries. These publications will help job seekers identify the training and work experiences necessary to enter into and advance within target sectors while helping training providers and other stakeholders expand capacity to ensure that programs lead to credentials with value in the labor market.

G. Description of efforts to create and support partnerships and collaborations.

OLMRI extensively collaborated with the WIC, other divisions within DOES, several DC government agencies, and the Census Bureau. As indicated in Sections 3 and 5 of Part D, many tools and resources were created as a result of these joint activities. The tools and

resources outlined above will be available to job seekers, case managers and stakeholders to assist them in understanding the labor market in the District, identifying programmatic needs and skills gaps, and developing local policy.

OLMRI's strong working relationship with the WIC is particularly important. Since the establishment of the WIC two years ago, OLMRI has served as a resource to the council and provided LMI statistics and data analysis to support decision making and policy development.

H. Description of new tools or resources developed in PY 2012.

Many of the products that OLMRI developed in PY 2012 are new. These products are described in Part D above and include: publication 3(a), economic analyses in 3(b), (3d), and 3(m), statistical data in 3(f), 3(g), 3(h), 3(i), 3(k), and training materials in 3(e).

I. Recommendations for changes and improvements to the required LMI-WI grants to states deliverables.

At this stage, OLMRI has no recommendations for improvements or changes to the deliverables.