



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Labor and Training

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Lincoln D. Chafee
Governor
Charles J. Fogarty
Director

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September 25, 2013

Ms. Holly O'Brien
Regional Administrator
U.S. Department of Labor
Employment and Training Administration
John F. Kennedy Federal Building
Room E-350
Boston, Massachusetts 02203

Dear Ms. O'Brien

Enclosed is Rhode Island's Annual Performance Report for Program Year 2012 Workforce Information Grant as required by Training and Employment Guidance Letter 29-12. The report outlines the products, services and activities for which grant funds were expended during Program Year 2012. An electronic copy of this report will also be submitted to the Boston Regional Office.

If there are any questions concerning this submittal, please contact Donna Murray, Assistant Director for Labor Market Information, at (401) 462-8751.

Sincerely,

Charles J. Fogarty
Director,
RI Department of Labor and Training

Constance A. Howes
Chair,
Governor's Workforce Board-RI

CJF/dam
Enclosures

RHODE ISLAND DEPARTMENT OF LABOR AND TRAINING
Division of Labor Market Information

Program Year 2012 State Workforce Information Grant
Annual Performance Report

Workforce Plan Deliverables and Outcomes

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

Rhode Island is currently using version 2.5 of the Workforce Information Database in its on-line web application (*EmployRI*) from Geographic Solutions Inc. All of the core tables have been populated with the latest available information in accordance with the guidelines issued by the Analyst Resource Center.

Licensing and certification information was collected this program year. Data tables were updated in 2013 and submitted to the National Crosswalk Service Center.

(2) Produce and disseminate industry and occupational projections.

The primary activity for PY 2012 was the production of statewide short-term occupational projections. The 2012 to 2014 short-term occupational projections were completed in June 2013 and used to populate our Workforce Information Database.

During PY 2011, RI completed the production of its 2010-2020 long-term industry and occupational projections. These were submitted to the Projections Managing Partnership at the end of July 2012. During PY 2012 our projections website page was updated with the latest projections data. Various publications and brochures which showcase this data were revised and update including our "Occupations in" series of industry specific brochures which provide industry staffing patterns for various industries incorporating the latest projections data and wage data and information obtained through the Estimates Delivery System (EDS).

As noted in our PY 2012 grant application cover letter (July 13, 2012), RI does not produce sub-state long-term projections due to the small size of the state. RI is one large labor market area where workers can commute to work throughout the state. As such, it makes little sense to expend resources to develop sub-state projections that would essentially mirror our statewide projections.

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

- LMI will submit a preliminary .pdf copy of its annual *Rhode Island Employment Trends and Workforce Issues* to the regional office by September 30, 2013. This publication includes data on the labor force and job trends; industry employment;

the impact of the recession; local employment dynamics; characteristics of the insured unemployed; UI claims; labor supply and demand trends from the Conference Board; industry and occupational projections; job training requirements; and information from the American Community Survey on educational attainment, workforce participation and median earnings by education level. A final copy of the report which will include DLT job estimates based on second quarter QCEW data along with recently released 2012 ACS data will be completed by October 30, 2013. An electronic copy will be available on our web site at www.dlt.ri.gov/lmi/pdf/trends.pdf.

- The LMI division conducted its biennial *Rhode Island Employee Benefit Survey* during the spring of 2013. The report was published in August and is available on our LMI website at <http://www.dlt.ri.gov/lmi/ebs.htm>. The survey provides information on employer provided benefits including health insurance, paid time off, tuition reimbursement and retirement plans offered to full- and part-time RI workers at the statewide and industry level.
- RI continued to produce its *Quarterly Labor Supply and Demand* report implemented during the last program year. This report uses claims data and job openings data from our RI job board. This report continues to develop in response to feedback we receive from customers and Workforce Development staff. The report compares EmployRI job postings from our netWORKri job board with the availability of Unemployment Insurance claimants in those job areas. This report is produced quarterly and replaced our annual Job Vacancy Survey. It can be found at: www.dlt.ri.gov/lmi/publications/supply&demand.htm
- LMI continued with its practice of completing a quarterly review of the monthly job numbers produced by the Bureau of Labor Statistics (BLS) using quarterly UI Tax data reported by employers to forecast expected revisions in the job numbers when annual benchmarking process is conducted. Implemented during the last program year, this review was in response to the divergence we were seeing in the official job numbers and the latest data reported by employers. The latest report for the first quarter of 2013 is on our web site at: www.dlt.ri.gov/lmi/publications/jobrevisions.htm. This review is conducted quarterly by LMI in order to provide the governor's office and state revenue estimators a more current view of the job trends in RI. These estimates are published by local news outlets and are included in our *Rhode Island Employment Trends and Workforce Issues* report in place of the BLS estimates.
- LMI completed its annual *Employment and Wage Analysis by County* publication. The Governor's Workforce Board distributed this and our 2011 *Employment Trends and Workforce Issues* report at a Chamber of Conference Meeting in July 2012. LMI staff also provided an overview of the services offered by LMI at this meeting.

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

All LMI and workforce information products and reports are posted to our Labor Market Information web site (www.dlt.ri.gov/lmi).

LMI also uses an e-mail notification system to alert registered users to new products as they are released.

Reports released in the last program year include:

- ***Rhode Island Employment Trends and Workforce Issues*** at www.dlt.ri.gov/lmi/pdf/trends.pdf. This report provides an overview of the current employment situation in RI, the condition of our job market, labor force and unemployment levels, our expected future job growth and the effect that population trends and demographic changes may have on RI's ability to meet the new job demands.
- ***State of the State: A Statistical Profile of Rhode Island's Cities and Towns*** at www.dlt.ri.gov/lmi/pdf/stateofstate.pdf
- The RI 2012 occupational wage rates were posted on the LMI website at <http://www.dlt.ri.gov/lmi/oes/statealpha.htm>. The ***2012 Rhode Island Occupational Wage Report*** and ***2012 Rhode Island Occupational Wage*** pamphlet have been updated and are available on our website at <http://www.dlt.ri.gov/lmi/oes/wagereport.htm>. The 2012 data include three wage measures for each occupation (mean, median, experienced), estimated employment, and the typical educational level for each occupation. Included in the publication are wage statistics by major occupational group, national wage comparisons, and top paying occupations by education & training.
- Our ***Monthly Employment Bulletin*** is a monthly newsletter that provides information on Labor Market Information (LMI) and Department of Labor and Training (DLT) activities, the civilian labor force statistics, employment by industry, manufacturing hours and earnings, as well as various other economic data. The report can be found at: www.dlt.ri.gov/lmi/publications/bulletin.htm .
- ***Rhode Island Quarterly Labor Supply and Demand Report*** - Unemployment insurance claimants represent an able and available **supply** of trained labor. On-line postings represent a current **demand** for labor. A comparison of these two datasets provides an indication of occupational groups for which labor supply is sufficient to meet employer's current needs and for which there may be a shortage of trained workers available to meet employer's current demands. The report can be found at: www.dlt.ri.gov/lmi/publications/supply&demand.htm
- ***Projected Revisions to Rhode Island Job Numbers*** – An analysis of RI jobs data using the latest Quarterly Census of Employment and Wages (QCEW) data to predict job levels since the last BLS benchmark which covered the period through September 2012. LMI revises the job estimates generated through the Current Employment Statistics program and replaces them with employment data generated through the QCEW program in a manner similar to the annual benchmark performed each January in cooperation with the BLS. The reports are written each quarter and published on our website. See: www.dlt.ri.gov/lmi/publications/jobrevisions.htm
- ***Rhode Island Employment and Wage Analysis by County – 2012*** - This annual report provides a brief overview of the employment situations in Bristol, Kent, Newport and Washington Counties, as well as two distinct areas of Providence County — Northern Rhode Island and Providence Metro. Can be found at: www.dlt.ri.gov/lmi/es202/county.htm
- ***Rhode Islands Economy: Peak, Trough, Recovery***, published July 1, 2013 is a new four page publication which summarizes RI's employment levels before, during and since the Great Recession and how our recovery compares with the nation and other New England states. Can be found at: <http://www.dlt.ri.gov/lmi/pdf/recession.pdf>.
- ***Rhode Island's Occupational Outlook for 2020*** was updated with the latest projections. Can be found at: <http://www.dlt.ri.gov/lmi/proj/occoutlook.htm> .

- ***Expanding & Declining Industries in Rhode Island*** was updated with the latest projections. Can be found at: <http://www.dlt.ri.gov/lmi/proj/expdecind.htm> .
- ***Projected Outlook & Educational Requirements for Available Jobs*** was updated with the latest projections. Can be found at: <http://www.dlt.ri.gov/lmi/proj/projeduc.htm> .
- ***Occupations In...industry specific brochures*** were updated with the latest projections. Can be found at: <http://www.dlt.ri.gov/lmi/publications/opportunities.htm> .
- ***Multiple Jobholders in the Ocean State – 2012*** data. Can be found at: www.dlt.ri.gov/lmi/publications/mjh.htm .
- ***Women's Earnings in the Ocean State 1998-2011*** can be found at: <http://www.dlt.ri.gov/lmi/publications/womenearn.htm>
- ***Union Membership in Rhode Island 2012*** can be found at: <http://www.dlt.ri.gov/lmi/publications/union.htm>

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

- LMI Director accompanies the agency director to monthly meetings with the Governor and/or his senior staff where the latest job and unemployment numbers are reviewed.
- The LMI Director attended the Census LED Conference in June 2013.
- LMI staff members reviewed training grant applications for the Governor's Workforce Board to help then select the best options. LMI staff also provided employment levels and industry codes for grant applicants.
- LMI staff attended meetings and provided extensive data for the ***Rhode Island Biennial Plan*** which was requested by and due to the state legislature on September 30, 2012. LMI provided customized information on industry and occupational projections focusing on education, training and work experience requirements by occupation; current employment by detailed industry level, population data and demographics for individuals collecting benefits. LMI staff prepared several of the data tables that were included in the ***Biennial Plan Data Book***.
- LMI Director testified at the State Revenue & Caseload Estimating Conferences in November 2012 and in May 2013. Testimony at the conferences includes a review of expected job number revisions based on an analysis of the quarterly UI Tax reports received from employers.
- LMI Director presented information on the state's labor market information unit services and products to new and seasoned state legislatures at informational sessions designed to inform these officials of the many services this state department has to offer.
- LMI provided statistics to our State Workforce Investment Office for WIA funding – included unemployment rates, claims data and employment.
- LMI provided labor market data including labor force statistics for the state and various demographic groups along with employment trends to one of the state's investment boards for use at their annual meeting.
- LMI worked with a local university and the department's apprenticeship office to determine employer interest in and point of entry for a Community Health Worker Apprenticeship Program. Survey will be conducted in the next program year.

- LMI staff (2) are working with a Workforce Development staff member to determine data strategies to ultimately create a skills gap study using UI data, wage record data and data from EmployRI job postings from our netWORKri job board.
- LMI staff serves as a member of the Advisory Group for the department's Longitudinal Data Quality Initiative. LMI is providing data and assisting in designing questions and stories that represent various populations in the state.
- LMI director and programs' coordinator attended the Governor's Workforce Board annual breakfast meeting in June 2013.
- Assisted Workforce Development's Business Services Unit in developing survey instrument to determine RI companies' level of "cyber security" and tracked results.
- Provided customized information to Workforce Development for their State Integrated Plan. Information provided included current employment situation – jobs and labor force, industry and occupational projections, population demographics.
- LMI provided analysis of RI's declining labor force to economic reporter.
- LMI provided local workforce board with veteran labor force, claimant data and economically disadvantage population data by WIA.
- LMI provided the state's Department of Administration with employment data by census block.
- LMI provided the Governor's Workforce Board with wage rates, current demand and growth potential for STEM occupations and the industries most likely to employ them.
- LMI provided information to Workforce Investment Office for use in determining new Performance Measures for WIA and Wagner Peysner grants.
- LMI instituted procedures to use production worker wages generated through the Occupational Statistics Survey for the state's Investment Tax Program. Rhode Island offers employers whose average annual wage for production workers exceeds the average annual wage paid by workers in the same subsector (3 digit NAICS). These wages were previously generated through the Current Employment Statistics program and are no longer available. Using the Estimates Delivery System (EDS) LMI was able to secure the required data.
- LMI provided the National Council of Nonprofits with an analysis of the state's non-profit employment by economic sector.
- LMI is consulting with the department's legal department to determine if individuals' wage record information can be provided to local college for students who participate in their Outreach Program. State law would require students to sign a release form.
- Researching obstacles and benefits of establishing a Twitter Account for the release of certain LMI data.
- LMI provided information on Rhode Island's growth sectors to the New England Farm Workers' Council.
- LMI prepared a list of In-Demand Occupations for use by one of the workforce information board's training service providers.
- LMI staff met with Statewide Planning staff to provide them with an overview of LMI data sources for their Sustainable Communities grant. An overview of LMI data collection activities and publications was later presented to the full Committee.
- LMI developed a weekly report showing names of companies with five or more layoffs each week for Workforce Development's Business Services Unit. This report

is a byproduct of the Mass Layoff Statistics program which was eliminated as a result of the sequestration cuts. LMI continues to produce the report.

- LMI provided labor force statistics for the Construction industry to the RI's Builders' Association.
- LMI Coordinator discussed water related occupations with reporter from a local magazine for article on "Jobs That Exist on RI Waters".