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*RICHARD  
AMANDA  
CARMEN*

September 23, 2015

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

Dear Ms. O'Brien;

The State of Maine is pleased to submit the required Workforce Information Grant Annual Performance Report. The Maine Department of Labor is invested in producing high quality labor market data and analysis consistent with grant requirements outlined in the Training and Employment Guidance Letter No. 23-13. A highlight of our efforts is the completed analysis of our Job Vacancy Survey summarized in four blog articles. This information has become a critical component of identifying employers needs for qualified workers that can be leveraged by the employment and training community.

If you have any questions or require additional information regarding this grant application please contact Chris Boudreau, Director, Center for Workforce Research and Information at (207) 621-5186.

Sincerely,

*Jeanne S. Paquette*  
Jeanne S. Paquette  
Commissioner, Maine Department of Labor

*Frederick Webber*  
Frederick Webber, Chair  
State Workforce Investment Board



## Maine Workforce Investment Grants for States Activities PY 2015

- 1) Workforce Information Database (WIDb) supply the version used and any activities this year
  - a) Version 2.6
  - b) The WID is updated as new data become available for use with the Tableau interactive data visualizations on the CWRI website.
- 2) Industry and occupational projections (please submit accessible links for these projections and/or the excel files for these projections if you do not publish the short-term).  
[http://www.maine.gov/labor/cwri/data/projections/ETA\\_Extract-Maine-2016.xlsx](http://www.maine.gov/labor/cwri/data/projections/ETA_Extract-Maine-2016.xlsx)
- 3) Economic Analysis/ Special Studies (supply these in a separate attachment or accessible links to these reports)
  - a) CWRI Blog Articles:
    - <http://cwri.blogspot.com/2014/09/the-changing-nature-of-jobs-in-retail.html>
    - <http://cwri.blogspot.com/2015/02/labor-force-participation-of-teens-and.html>
    - <http://cwri.blogspot.com/2015/02/job-vacancy-survey-provides-unique.html>
    - <http://cwri.blogspot.com/2015/03/a-look-at-job-vacancies-by-sector.html>
    - <http://cwri.blogspot.com/2015/03/a-look-at-job-vacancies-by-occupation.html>
    - <http://cwri.blogspot.com/2015/04/regional-differences-underlie-statewide.html>
    - <http://cwri.blogspot.com/2015/05/unemployment-rate-is-down-to-pre.html>
    - <http://cwri.blogspot.com/2015/05/use-of-temporary-help-workers-continues.html>
    - <http://cwri.blogspot.com/2015/07/job-creation-from-new-business.html>
    - <http://cwri.blogspot.com/2015/08/jobs-more-slowly-created-and-more.html>
    - <http://cwri.blogspot.com/2015/08/new-business-establishments-more.html>
  - b) New publications and presentations available on our Publication page  
<http://www.maine.gov/labor/cwri/pubs.html> and include:
    - **May 27, 2015** - Top 25 Employers in Maine by County, 4th Quarter 2014 ([Excel](#)) ([PDF](#))
    - **May 27, 2015** - Top 50 Employers in Maine, 4th Quarter 2014 ([Excel](#)) ([PDF](#))
    - **March 31, 2015** - Maine Labor Market Areas ([PDF](#)) ([HTML](#))
    - **March 30, 2015** - Job Growth Outlook, Presented to the Consensus Economic Forecasting Commission([PowerPoint](#)) ([PDF](#))
    - **December 23, 2014** - Maine Workforce Outlook 2012 to 2022 ([Word](#)) ([PDF](#))
    - **October 27, 2014** - Workforce Conditions through September 2014, Presented to the Consensus Economic Forecasting Commission ([PDF](#))
    - **October 22, 2014** - Wage and Employment Outcomes Data System ([PowerPoint](#))
    - **October 22, 2014** - Employment Outcomes for Maine's Public Post-secondary Graduates ([Word](#)) ([PDF](#))
    - **September 4, 2014** - Putting Maine Job Growth in Context ([PDF](#))
    - **August 18, 2014** - Maine Workforce Conditions and Outlook to 2022, Presented to the Consensus Economic Forecasting Commission and Revenue Forecasting Commission ([PDF](#))

## Maine Workforce Investment Grants for States Activities PY 2015

### 4) Customer Consultations

- a) Presentations to LWI Areas 1 and 2 on area conditions and outlook
- b) Website orientation and training with Lewiston, Portland, Augusta, Wilton and Skowhegan area job counselors
- c) Website orientation and training with JD-NEG navigators
- d) Present VR data analysis to DVR managers
- e) Provided presentations on the Workforce Outlook to 2022 for BES staff, Bureau Directors, and State Workforce Investment Board.
- f) HR Day presentations
- g) BRS report on program non-completers to SRC
- h) Career Development Facilitator class (Current Conditions, Trends and Job Outlook)
- i) Kennebec Leadership Institute panelist on "Post-Secondary Education and Workforce Development"
- j) Met with 3 reps of the Maine International Trade Center on available data and to provide guidance on a Workforce Opportunities grant application
- k) Met with Ryan Wallace, the new Project Director at USM's Center for Business and Economic Research
- l) Collaborated with James Breece & Todd Gabe, economics professors at U Maine on joint report on the impact of aging on the workforce
- m) Quarterly conference call with state LMI Directors & senior staff with ETA on their initiatives
- n) Workshops on Jobs in Maine – Current Conditions, Outlook & Online Resources at the annual conferences of the Maine Adult Education Association and the Maine Career Development Association.

### 5) Activities undertaken to meet customer needs

CWRI has completed its survey of employers for Job Vacancy data including asking about difficult to fill occupations. <http://www.maine.gov/labor/cwri/jvs.htm>! The results were published in four blog articles listed below with a fifth article scheduled to be released in September 2015. CWRI will be repeating the survey this September and have added questions about skills and credentials.

[http://www.maine.gov/labor/cwri/jvs/JVS\\_survey.pdf](http://www.maine.gov/labor/cwri/jvs/JVS_survey.pdf)

- a) February 13, 2015 - **Job Vacancy Survey Provides Unique Snapshot of Employer Demand**
- b) March 4, 2015 - **A Look at Job Vacancies by Sector**
- c) March 19, 2015 - **A Look at Job Vacancies by Occupation**
- d) April 27, 2015 - **Regional Differences Underlie Statewide Job Vacancies**

### 6) New tools and resources

- a) See #5 above Job Vacancy Survey

### 7) Efforts to create and support partnerships and collaborations

CWRI has established data sharing MOUs with the following Partners:

- a) University of Maine System
- b) Maine Community College System
- c) Bureau of Employment Services
- d) Bureau of Unemployment Compensation

## **Maine Workforce Investment Grants for States Activities PY 2015**

- e) Bureau of Rehabilitation Services
- f) Maine Department of Education / Adult Ed

These data sharing partnerships will help to expand the amount of available workforce outcome data and assist with providing more insight into labor market outcomes by type of training and education.

### **8) Activities to leverage LMI-WI funding**

- a) Successfully submitted and received a General Fund allocation to support the Workforce Outcomes Warehouse and employment outcome research.

### **9) Recommendations to ETA for changes and improvements to WIGs requirements**

- a) Increase base funding for small states. Current funding levels do not support the same set of deliverables in all states. Infrastructure costs for systems are similar for small states as they are for large states. This leaves a much smaller percentage of funding for meeting the varied customer needs.
- b) Replace short term projections with a consistent job vacancy survey with additional funding to support data collection. Provide common systems and procedures across states to ensure consistency of data across states.
- c) Stop promoting job postings as Real Time LMI and as a replacement to traditionally developed occupational demand products. Job postings data were researched as part of the Northeast Consortium's Green LMI Project. The consortium determined that postings were not appropriate as a decision making tool. The data series is better at showing larger trends, but must be used in conjunction with other LMI data series. At higher levels of detail it could easily misinform a user. A good review of postings as real time LMI is on the Connecticut site at:

<http://www1.ctdol.state.ct.us/lmi/green/Guide%20To%20Using%20Real-Time%20Data%20for%20LMI%20Analysts.pdf>

