

Workforce Information Grant Annual Performance Report



CHANGING
Maryland
for the Better

 **THE LMI TEAM**
*Office of Workforce Information and Performance
Division of Workforce Development and Adult Learning*



Program
Year

2015



Larry Hogan
Governor

Boyd K. Rutherford
Lt. Governor

Kelly M. Schulz
Secretary

James Rzepkowski
Assistant Secretary

FOREWORD

Every year, Maryland receives the Workforce Information Grant (WIG) awarded to states' workforce agencies from the U.S. Department of Labor. The grant, which is obligated to the Office of Workforce Information and Performance (OWIP), Division of Workforce Development and Adult Learning of Maryland's Department of Labor, Licensing and Regulation (DLLR), is essential for the collection, analyses, and dissemination of critical labor market data for the state of Maryland.

In Maryland, OWIP uses the WIG funds to strengthen the state's workforce investment system by forming partnerships with stakeholders and customers that include, but are not limited to, job seekers, employers, state agencies, local workforce investment boards, policymakers, and research institutions. Through the WIG funds, OWIP develops and circulates labor market data and workforce information products. Additionally, OWIP generates analyses and related resources that help stakeholders and customers understand, engage, participate and utilize labor market data and workforce information at varying levels. OWIP's continuous contribution of labor market information plays a major role in shaping Maryland's workforce development policies.

This Program Year's (July 1, 2015 – June 30, 2016) WIG Annual Report details OWIP's valuable contribution and assistance to Maryland's stakeholders and customers. More specifically, OWIP assisted end users with understanding the state's labor market and workforce challenges. Through the effective development, delivery, and dissemination of crucial labor market products, as well as by responding to requests for information, OWIP was able to increase the accessibility of the data to meet customers' needs better.

TABLE OF CONTENTS

FOREWORD	- 1 -
TABLE OF CONTENTS	- 2 -
OVERVIEW: MARYLAND’S LABOR MARKET AND	- 3 -
WORKFORCE INFORMATION STRATEGY	- 3 -
WORKFORCE INFORMATION DATABASE (WIDB)	- 3 -
INDUSTRY AND OCCUPATIONAL EMPLOYMENT PROJECTIONS	- 3 -
ANNUAL ECONOMIC ANALYSIS AND OTHER REPORTS	- 3 -
Customer Consultations	- 3 -
Activities Undertaken To Meet Customer Needs	- 3 -
New Tools and Resources	- 3 -
Efforts to Create & Support Partnerships & Collaborations	- 3 -
Activities to Leverage WIMI Funding	- 3 -
Recommendations to ETA for Changes and Improvements to Future WIGS and Requirements	- 3 -

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OVERVIEW: MARYLAND'S LABOR MARKET AND WORKFORCE INFORMATION STRATEGY

Mission

OWIP's mission is to collect, analyze, and produce labor market and workforce information as a service to businesses, job seekers, students, workforce and economic development programs and their community of service providers in Maryland. The Labor Market Information (LMI) Team's primary function is to make workforce and economic data and analyses readily available for informed decisions, from individual choices to workforce and economic policy directions.

Guiding Principles

- Partner with the workforce and economic development community
- Develop and deploy new information solution tools and systems for the workforce and economic development community
- Provide products and services that are customer and demand driven
- Be known as an important and reliable source for information solutions that support workforce development goals and outcomes

In Program Year (PY) 2015, the Office of Workforce Information and Performance (OWIP) part of Maryland's Department of Labor, Licensing and Regulation (DLLR) strengthened, as well as expanded, its statewide partnerships. This collaboration involved relevant state agencies, public institutions, and local workforce investment groups to advance existing workforce initiatives and foster new efforts. OWIP supported the goal to advance and foster workforce initiatives by providing data and analyses to inform strategic planning, program implementation, and evaluation of workforce development efforts. OWIP provided labor market data, information, and resources to a variety of stakeholders and customers in Maryland during PY 2015. These end users applied the furnished information to make informed decisions, form policies, and conduct relevant research. Ultimately, the aim was to inform and empower stakeholders about the labor market conditions in Maryland. Empowering stakeholders impacted an array of decisions, including but not limited to policies, services, training, and hiring.

OWIP assessed the effectiveness of its policies and procedures to ensure timely and accurate dissemination of labor market information (LMI). In light of OWIP's assessment of its past products, information dissemination processes, and feedback pertaining to prior outreach efforts, the office was able to implement changes to better provide labor market data, workforce information, and resources. This information was made available via a variety of mediums to relevant stakeholders, including; job seekers, employers, businesses, researchers, educational/training institutions, students, and the general public.

WORKFORCE INFORMATION DATABASE (WIDb)

The Workforce Information Database (WIDb) is a data storage system used as a source to populate and access labor market data, workforce information, and related reports. This includes various labor force trends and employment reports that populate the WIDb on the state’s Maryland Workforce Exchange Virtual One-Stop (MWE-VOS) web-based system at <https://mwejobs.maryland.gov>.

Researchers, policy makers, and other groups use the system to gain access to “historical” and “real-time” labor force data and workforce trends. School counselors provide career counseling to students by interpreting the data housed in the WIDb, such as income, wages, educational completers, and employment levels to provide perspective when reviewing candidates, resumes, qualifications, and skills. Employment specialists can assist job seekers to find the data on the WIDb as well. Therefore, keeping the data in the WIDb up-to-date is a core function of OWIP.

Given the immeasurable value of labor market data and workforce information to the state’s workforce system, stakeholders, and customers, OWIP practices the following measures to ensure the WIDb includes up to date state and substate labor market data and workforce information:

- Developed and populated all designated WIDb core tables on a continuous basis throughout PY 2015. Updated on a monthly, quarterly, and annual basis include labor market data, workforce information, and other related economic labor products and resources.
- Data files uploaded to the WIDb are integrated into the MWE-VOS system. These files include Labor Force, Employment, and Unemployment Statistics (LAUS), Current Employment Statistics (CES), Quarterly Census of Employment and Wages (QCEW) statistics, and Occupation Employment (and wages) Statistics (OES). Industry and occupational projections (both short and long-term) for state and substate areas, and educational program and completer data will continue to update by way of the MWE-VOS system.
- The WIDb structure operates in conjunction with the Virtual Labor Market Information (VLMI) and Virtual One-Stop (VOS) system. As of June 30, 2015, the WIDb operates in version 2.6.1, and in accordance with the U.S. Department of Labor Employment & Training (DOLETA) timeline, will follow with an upgrade to a newer version in Program Year 2016.

INDUSTRY AND OCCUPATIONAL EMPLOYMENT PROJECTIONS

The Projections staff prepared and completed the industry and occupational projections for the short- and long-term in accordance to TEGL_39-14. Both short- and long-term projections follow the methodology, software tools, and guidelines established by the Projections Consortium and the Projections Managing Partnership (PC & PMP). Submission to the PC & PMP for review of the short-term and long-term projections were completed in January and June of 2016 respectively. As required, uploads of the short- and long-term projections are available in the Workforce Information Database (WIDb), and also accessible through Maryland’s Department of Labor [website](#) and by way of the Maryland Workforce Exchange’s (MWE) Virtual One-Stop System (VOS) [webpage](#).

Product	URL
Short-term Statewide Occupational Projections	http://www.dllr.maryland.gov/lmi/iandoprojshort/
Short-term Statewide Industry Projections	http://www.dllr.maryland.gov/lmi/iandoprojshort/industryshort.shtml
Long-term Statewide Occupational Projections	http://www.dllr.maryland.gov/lmi/iandoproj/maryland.shtml
Long-term Statewide Industry Projections	http://www.dllr.maryland.gov/lmi/iandoproj/industry.shtml
Workforce Region Occupational Projections	http://www.dllr.maryland.gov/lmi/iandoproj/wias.shtml
Workforce Region Industry Projections	http://www.dllr.maryland.gov/lmi/iandoproj/wiasindustry.shtml

Projections provide information on Maryland’s industry and occupational trends and can be instrumental in helping existing and new businesses make investment and hiring decisions. Additionally, projections can guide students in career decision-making, entering the job market, people changing careers, or deciding on training choices. Maryland’s employment projections are also widely used by policymakers and workforce professionals in planning educational and training programs. For example, projections were used extensively in Workforce Innovation and Opportunity Act (WIOA) regional planning in the reported program year.

Maryland: Industry Projections - 2015-2017

All Industries	Employment			Percent Change
	2015	2017	Change	
	2,471,131	2,498,291	27,160	1.1%

Table 1: Short-term Industry Projections, Maryland Department of Labor

Maryland: Industry Projections - 2014-2024

All Industries	Employment			Percent Change
	2014	2024	Change	
	2,770,665	3,275,213	504,548	18.2%

Table 2: Long-term Industry Projections, Maryland Department of Labor

The statewide short- and long-term industry projections estimate 27,160 and 504,548 new jobs respectively (Table 1&2). Industries expected to exhibit the most gains in the long-term include Mining with a 98.8% increase in employment and management of companies and Enterprises with a 68.9% increase. For the two-year short-term industry projections, Management of Companies and Enterprises and Arts, Entertainment and Recreation have the top two spots for growth percentage with 10.3% and 4.5% growth respectively. Growth for Self-Employed and Unpaid Family Workers are 1,311 or 0.6% for the short-term and 17,145 or 8.6% for the long-term employment.

Maryland: Occupational Projections - 2015-2017

All Occupations	Employment			Openings
	2015	2017	Change	Annual Total
	2,471,131	2,498,291	27,160	20,375

Table 3: Short-term Occupational Projections, Maryland Department of Labor

Maryland: Occupational Projections - 2014-2024

All Occupations	Employment			Openings	
	2014	2024	Change	Replacement	Total
	2,770,665	3,275,213	504,548	619,093	1,129,370

Table 4: Long-term Occupational Projections; Maryland Department of Labor

Maryland short- and long-term occupational projections illustrate a 27,160 and 504,548 increase in job openings respectively (Table 3&4). Occupations expected to exhibit the most gains in employment in the long-term include, Extraction Workers with a 60.8% increase and Occupational Therapy and Physical Therapist Assistants and Aides with a 42.1% projected increase.

ANNUAL ECONOMIC ANALYSIS AND OTHER REPORTS

In PY 2015, OWIP produced and published labor analyses, workforce information reports, and additional resources. These informative documents provide state and substate labor market data. OWIP produced eleven internal and external reports on a monthly, quarterly, and annual basis. All publically available reports are accessible on the Maryland Workforce Exchange [publications](#) page. Click the highlighted name or icon to view the entire document.

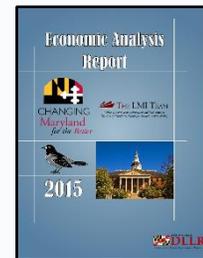
- [Hot Jobs Pamphlet](#) – A pamphlet detailing occupations that are supposed to grow the most within the next 10 years. The data is based on long-term occupational projections.



- **The Monthly Labor Review** – provides a detailed analysis of the state’s employment situation based on current and historical labor market data. This monthly report publishes on the MWE-VOS and DLLR websites and distributes to customers and stakeholders via an emailed monthly newsletter.



- **PY 2015 Economic Analysis Report** – an Economic and Labor Market analyses. A report on market trends and challenges at the state and substate levels and examines employment and unemployment growth or decline (actual and projected).



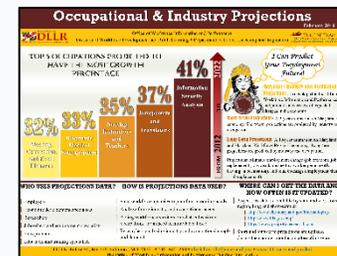
- **The Labor Market Information (LMI) Team** – a publication report describing OWIP’s Labor Market Information Team. Who the team members are, what they do, and types of data the team provides.



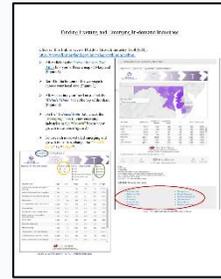
- **Maryland Veterans Fact Sheet** – a quick and easy report of demographic, population, earnings data, educational data, and more on Maryland’s veteran population.



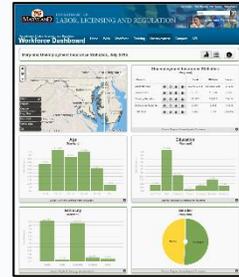
- **Program Information Sheet** – a simple graphical explanation of OWIP’s four major programs; **CES**, **LAUS**, **OCEW**, and **OES**. Revisions and updates release annually and for PY 2015 the Projections Information Sheet was created.



- Local Area Research Guide – an instructional report on how to find a use OWIP’s most requested data sets. For example, how to find emerging and growing industries or how to find population information for a selected area.



- Workforce Dashboard – an interactive dashboard where you can view Unemployment Insurance, Education, and Workforce Statistics and much more. View Real-Time LMI, interactive maps, and charts.



- Labor Market Information Cheat Sheet – Everything LMI in one document. It provides descriptions and uses of the most sought after information. The cheat sheet offers links to websites where to find more LMI information.

Resource	Description	Uses	Websites
Quarterly Economic Outlook (QCEO)	QCEO provides the number of firms, monthly industry registrations and total wages paid for hourly and salaried workers in specific economic sectors created by unemployment insurance (UI) for the third and fourth quarters based on data of firms.	Identify top-growing industries by state, SIC, NAICS, or county. Offers ability to compare information online and between specific years. Provides data for industry sectors for growth in decline by employment.	National www.dli.gov Maryland www.dli.maryland.gov
Unemployment Insurance (UI) Report	This provides occupational employment estimates of the number of people employed in one SOC occupation in the UI data by state during the third quarter of each year.	Tracks of employment by occupational and state. Changes occupational wages across area and time. Tracks in exploring career opportunities, changes in occupational wages across the labor market, occupational changes in different regions.	National www.bls.gov Maryland www.dli.maryland.gov
Career Development Centers (CDC) Report	This provides total industry employment estimates, unemployment, average weekly wages, and average hourly weekly wages paid to employees of all ages for each month and by gender.	Evaluate the health of the economy by region. Tracks employment, average trends, and wage patterns in short-term fluctuations in demand. Tracks labor force fluctuations in demand based on monthly data.	National www.bls.gov Maryland www.dli.maryland.gov
Local Area Economic Trends (LAET) Report	Provides real annual estimates of employment, average wages, and labor force data for Counties and Districts. Data, counties, occupational areas and cities above 25,000 by place of residence.	Identify work allocation of industries in local or regional. Planning workforce assistance. Observe the need for employment and training services. Observe local labor market characteristics.	National www.dli.maryland.gov

Spotlight on Internal Reports

- **Experimental Jobs Report Template** – a new template for PY 2015 that copies unreleased employment and unemployment data into the template and outputs charts and calculated data into a more “readable” format. The primary function is to present a less data-driven report to DLLR’s Communications team and the Governor’s Office.
- **Jobs and Unemployment Snapshot Analysis Tool** – Similar to the Experimental Jobs Report Template, this tool translates employment and unemployment data, so it is better suited for a person not use to interpreting data. The standout feature of this report is that it uses cloud storage. The Communications and Governor’s office can access this document at any time online.
- **Unemployment and Employment Snapshot** – provides monthly employment and unemployment analysis comparing Maryland to the other 50 states and the District of Columbia. The primary function is to present a broader perspective of Maryland’s job creation in comparison to other states. The Labor Secretary, associated workforce staff, as well as those in the Governor’s office receive this snapshot.

Customer Consultations

OWIP prioritizes and continues to value consultations with stakeholders and customers in the state’s workforce system. Through consultations and guidance, staff gained knowledge and understanding of the needs and interests of the state’s data users.

In Program Year 2015, the Office of Workforce Information and Performance consulted with the Labor Exchange Administrators (LEA) on LMI products and services offered, as well as demonstrating researching tools and methods. OWIP presented local Job Center staff at Wor Wic Community College in Salisbury Maryland about the numerous sources of LMI data available on the internet. In February of the reporting program year, Baltimore City Schools held a Teacher Professional Development Day where the LMI Team were invited to plan a Labor Market Information presentation. The Labor Market Team demonstrated how to find popular, current and future jobs as well as where to find job postings for those popular jobs. The team provided a wealth of new and tried and true methods of using LMI data to find gainful employment to Baltimore City school teachers and staff.

Most Frequently Used Products

- Quarterly Census of Employment and Wages
- Occupational Employment Statistics
- Industry and Occupational Projections
- Monthly Labor Review
- Major Employers List
- Local Area Unemployment Statistics
- Current Employment Statistics

The LMI Team provided updates on new resources and planned products shaped by compiling information from previous brainstorming sessions with LWIAs and other customers. An interactive based Maryland County fact sheet is in its beta testing phase after consulting with stakeholders who want abbreviated useful county level data. The Labor Force, Demographic, and Jobs Overview fact sheet is in its final stages of refinement to the Real-Time Reporting (RTR) dashboard. At the request of the LWIAs, this new dashboard will include job openings data, LAUS data, and unemployment insurance data by Maryland’s Workforce Regions.

During PY 2014, OWIP launched its revamped LMI end user satisfaction survey using Survey Monkey. The goal of this new survey is to have an easier way to receive feedback from stakeholders and customers regarding produced labor market products. Receiving opinions on products allow OWIP to make timely enhancements to the data and publications. General findings of the survey were that over 62% of users are very familiar with OWIP’s data and products, and most end users found the data they were researching. Most respondents liked the Quarterly Census of Employment and Wages (QCEW) data coverage and most found the data they were researching. Furthermore, across all LMI products, the survey indicates that most respondents utilized labor market products on a monthly basis.

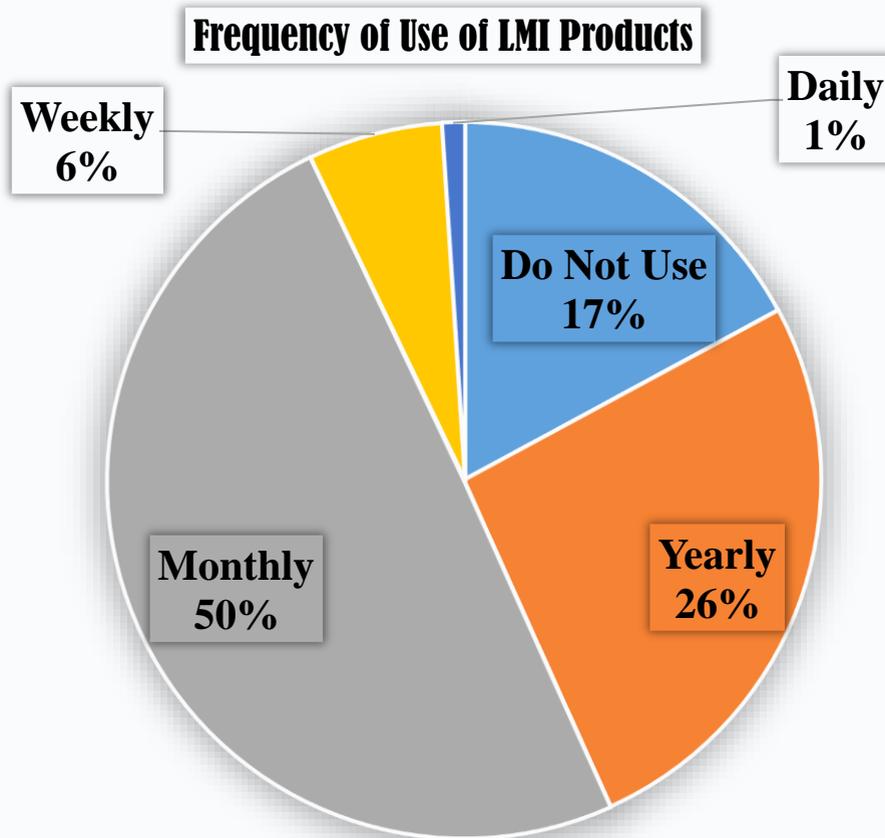
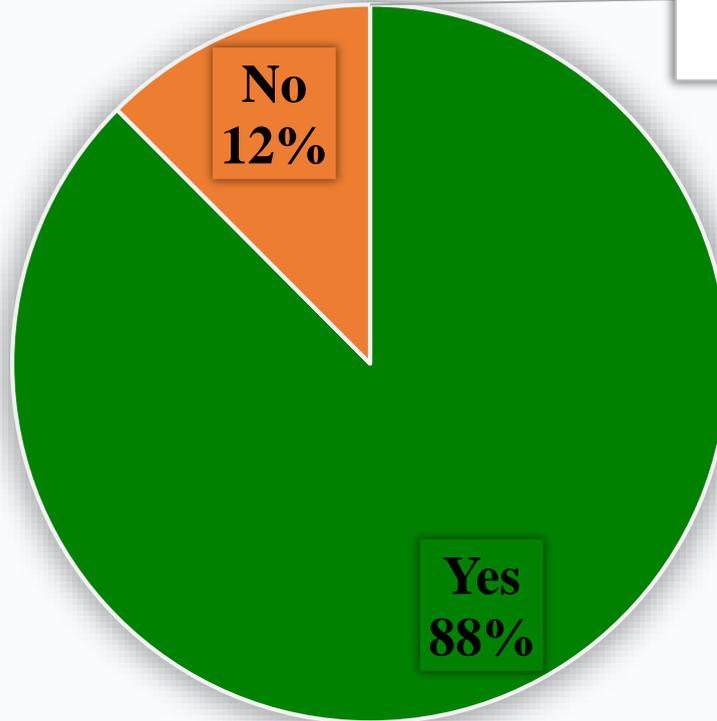


Chart 1 - The majority of OWIP's data users consume the website's information on a monthly basis. This result coincides with some of OWIP's most popular monthly releases, The Monthly Labor Review, Current Employment Statistics (CES) data tables, Local Area Unemployment Statistics (LAUS) data tables, and the Employment Situation. End users, who use OWIP's information on an annual basis, tend to use the data for their annual reporting, for example, LAUS, QCEW, and CES annual average data tables.

Use of the MWE-Virtual OneStop for Labor Market Information



What's the MWE?
0%

Chart 2 - Eighty-eight percent of the people who took OWIP's survey also use the Maryland Workforce Exchange - Virtual OneStop for Labor Market Information (LMI). The Maryland Workforce Exchange covers Real-Time Labor Market Information. Real-Time LMI is a generation of labor market data from open internet sources. Real-Time LMI most often refers to job posting analytics, in which software collects job postings by scraping or spidering the listings from the web into categories, then used for analysis.

Activities Undertaken To Meet Customer Needs

OWIP continuously provides data, expertise, and analyses to its customers ranging from the general public to other state agencies in the form of responding to inquiries, providing information via the internet, and providing hands-on training. OWIP staff provided responses to more than 315 customers ranging from information on labor force participation rate to data on Construction and Manufacturing in PY 2015.

The MWE-Virtual One Stop system and Maryland's Department of Labor websites are updated on a monthly basis to meet the end users' needs and increase viewership. The OWIP-LMI website views reached over 1.8 million in PY 2015, a 60,000 or 3.4% growth in website views over PY 2014. Similarly, the MWE-VOS system improved by over 3 thousand more page views or 7.5% over Program Year 2014.

During Program Year 2015, The Office of Workforce Information and Performance undertook the following to meet customers' needs:

- With the LMI Team leading, a WIOA workgroup was formed to make data-driven decisions on the formation of new LWIA regions.
- Presented findings from the WIOA workgroup meetings on the new LWIA regions to the Governor's Workforce Development Board (GWDB).
- Provided hands-on labor market information training at Wor Wic Community College to demonstrate how to use the Maryland Workforce Exchange and other freely available data and tools, also how to use labor market data to improve and make informed decisions.
- As an example of responding to customer feedback, projects that were in the planning stages in PY 2014 (A-Z Index, What's New and Resources sections) are now fully implemented in PY 2015.
- Offered quick tips on using LMI data and provided an overview of LMI products and services during Labor Exchange Administrators (LEA) meeting.
- Prepared LMI data for various grants throughout the year, including; America's Promise Job-Driven Grant, Data for YouthBuild Grant, Pathways to Justice Careers for Youth (PJC) Grant, and assisted researching data for the TechHire Initiative Grant.
- Supplied Labor Market Information to Maryland's Department of Labor Assistant Secretary as part of a presentation to a major employer who was considering Maryland for its warehouse facility.
- Presented LMI data at Maryland's Department of Transportation, for the Data Managers/Work Participation Specialists Meeting. Demonstrations on using the Maryland Workforce Exchange and linking MWE data to data found on the OWIP-LMI website and different methods and resources available to research industries and occupations.
- Supplied data to newspaper, radio, and television reporters in conjunction with Maryland Department of Labor's Communications Office. Provided statistics on incarcerated veterans in Maryland for the Veteran Services Coordinator. Assisted businesses looking to relocate by supplying transportation data for the area the employer was considering relocation. OWIP assisted the press via the Communications Office on establishment data for Maryland breweries. The LMI Team submits monthly jobs and unemployment reports to the Media, Communications, and the Governor's Office.

OWIP-LMI Web Metrics PY 2014 & PY 2015

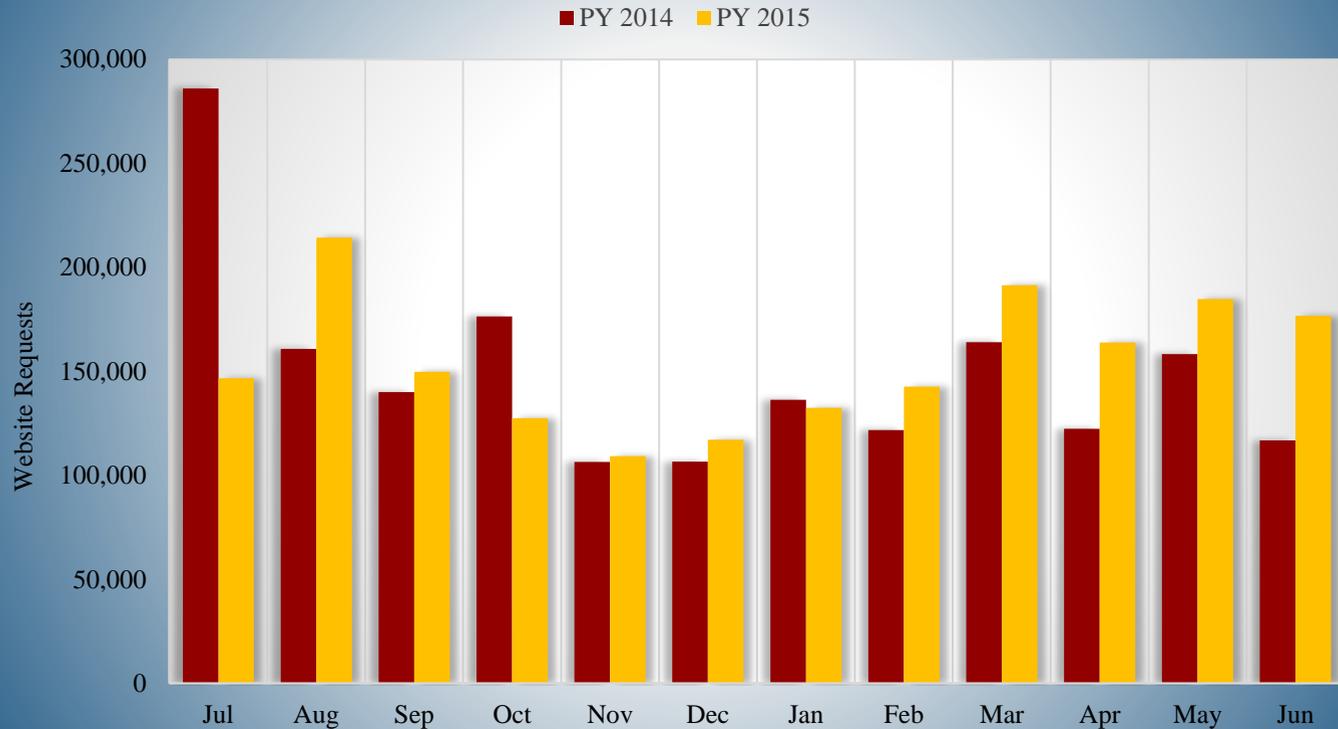


Chart 3 - In 2014 and 2015 program years, most website requests occurred in July 2014 (286,055), and the fewest was in November 2014 (106,463). PY 2015 total website requests were 60,490 more and averaged 5,041 more than in PY 2014. Nine out of the 12 months in PY 2015 gained more website requests than in the previous program year.

Web Metrics: Top 10 OWIP-LMI Products PY 2015

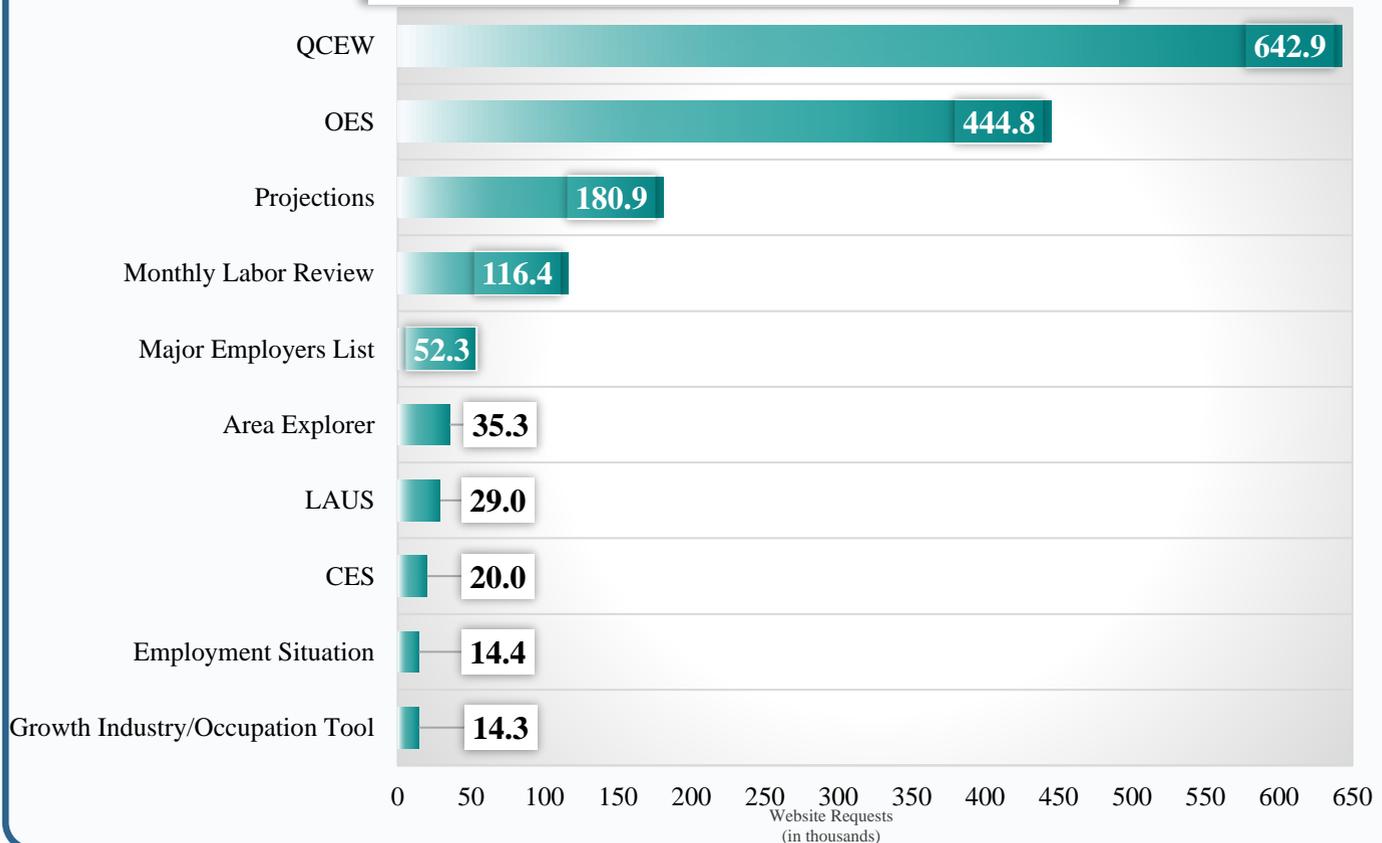


Chart 4 - Quarterly Census of Employment & Wages (QCEW) and the Occupational Employment Statistics (OES) are by far OWIP’s most popular products in PY 2015, with 642,851 and 444,760 website requests respectively. Newer products like the Area Explorer, in its second year, is ranked sixth, and the Growth Industry/Occupation Tool introduced in the reported program year is ranked tenth.

MWE-VOS Web Metrics PY 2014 & PY 2015

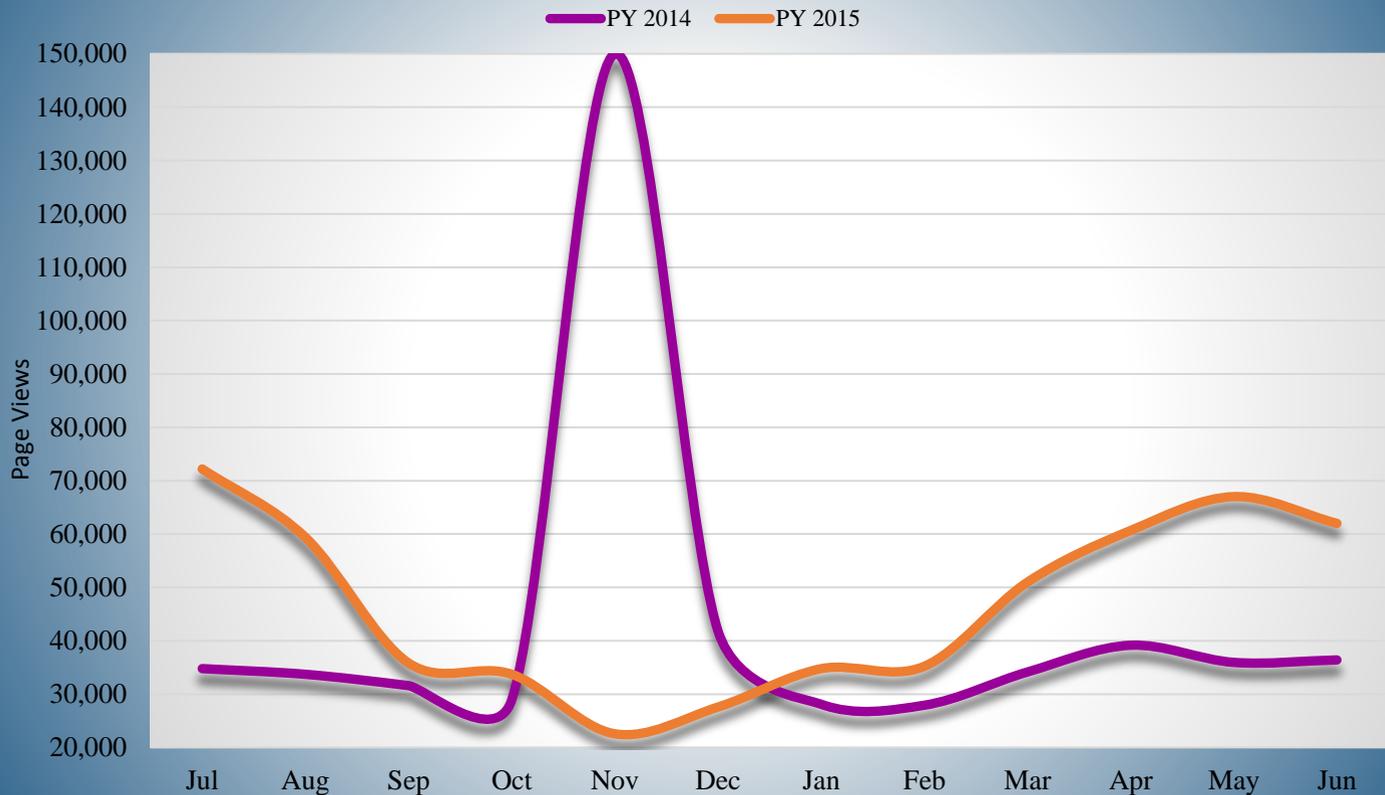


Chart 5 - In 2014 and 2015 program years, most page views occurred in November 2014 (149,985), and the fewest was in November 2015 (22,556). PY 2015 total page views were 39,423 more and averaged 3,285 more requests than in PY 2014. Ten out of the 12 months in PY 2015 gained more page views than the previous program year.

Web Metrics: Top 10 MWE-VOS Publications PY 2015

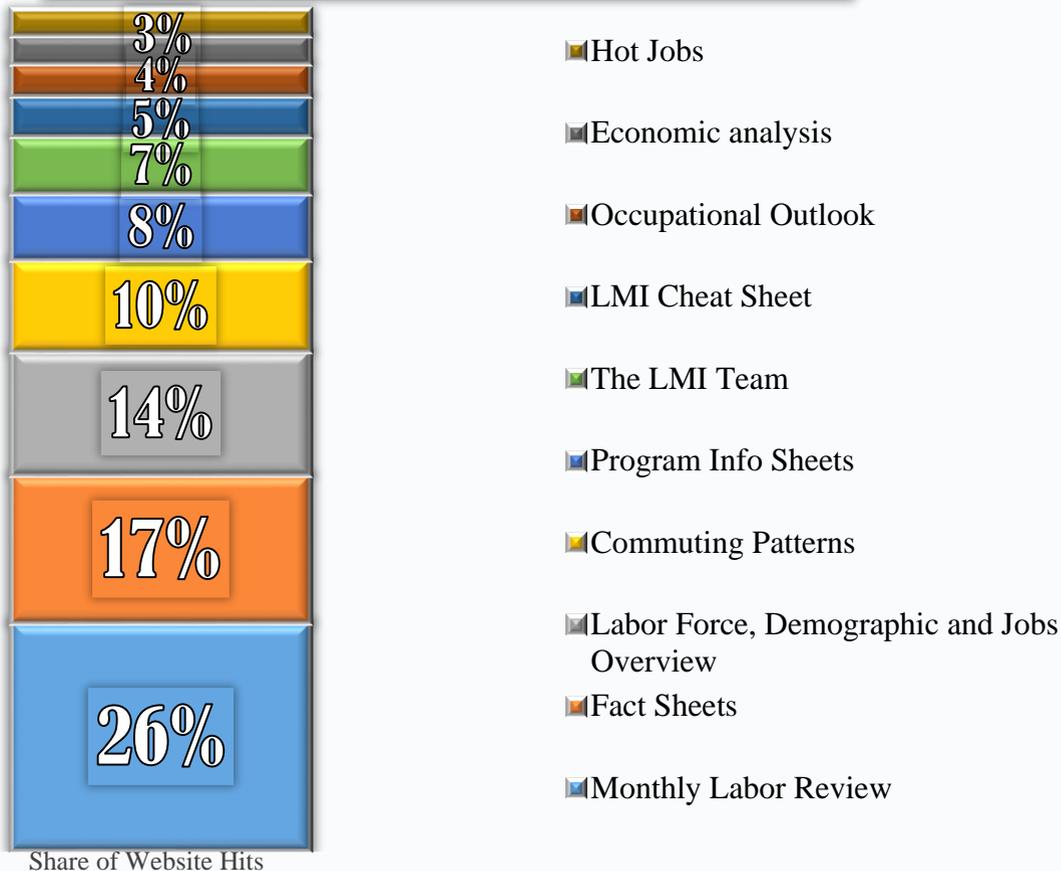


Chart 6 - The Monthly Labor Review and the County Fact Sheets are the MWE-VOS's most popular publications in PY 2015, with 26% and 17% share of the website hits respectively. Newer publications like the PY 2014 Economic Analysis and The LMI Team in its inaugural program year made it on the top 10 list.

New Tools and Resources

OWIP prioritizes finding solutions and working smarter to produce improved and innovative products for its stakeholders and customers. In Program Year 2014, the priority was designing and the implementation of the new OWIP website. However, for Program Year 2015, the priority was to include more interactive charts, add elements requested by the end user, and fine tune existing components of the website.

The [A-Z index](#), which was in the developmental stage in PY 2014 Workforce Information Grant Annual Report, is now fully implemented in PY 2015. The end user can quickly view a list of topics the OWIP-LMI website covers and links directly to that page. Additions like the “What’s New” and “Resources” sections added the ability for labor market customers’ to have direct links to the most recent additions to the website and other significant LMI resources.

In Program Year 2015, more additions and enhancements like the interactive [Occupational & Industry Projection](#) data tables by the use of the software Tableau. Instead of clicking through multiple website links, customers can sort their data from one page. By way of the [Area Explorer](#), this webpage presents data for Maryland’s LWIAs or Workforce Regions. Instead of calculating manually, using the cloud program dataZoa, LAUS data for areas with multiple counties are aggregated and calculated automatically. Lastly, another addition to the data tables during PY 2015 were Annual Averages tables. OWIP’s end users can view annual average data for the [Current Employment Statistics program](#) and the [Local Area Unemployment Statistics program](#).

The Office of Workforce Information and Performance strives to find new and innovative software that will enhance the experience of individuals and organizations who consume LMI data. OWIP purchased a program named ClicData. ClicData is a cloud-driven software package where the goal is to create interactive visual dashboards. In PY 2015, several dashboards have been set up with implementation planned for PY 2016. A Real Time Reporting dashboard was designed where end users can interact and research their workforce region’s Real-Time Labor Market Information, and Continued Unemployment Insurance claims. OWIP collaborated with the Work Adjustment and Retraining Notification (WARN) office on creating a log of their WARN, and Rapid Response reports into a ClicData dashboard.

Maryland’s LMI team release the [Growth Industry Tool \(GIT\)](#) and the [Growth Occupation Tool \(GOT\)](#). These tools leverage current BLS program data from the Quarterly Census of Employment and Wages (QCEW) and Occupational Employment Survey (OES) using Tableau Public as a medium to display the information interactively. These tools focus on job seekers, businesses, other government agencies, and researchers.

The GIT focuses on industry growth over the past year. This tool allows a user to search specific industries to research the growth status of that industry in a specific area or statewide. The tool also incorporates the concept of growth quadrants, where industries are classified into four categories based on over the year growth (OTY) and location quotient (LQ). Industries with an OTY greater than zero and an LQ greater than one are classified as growth industries. Industries with an OTY greater than zero and an LQ less than or equal to one are considered emerging industries, and for the purpose of the tool all other industries are classified as “Other.” An added

feature was the staffing patterns tool, which allows a user to identify related occupations for each industry, and see the number of employees working in those occupations as part of the selected industry. The GOT focuses on occupation growth over the past year. This tool allows users to accomplish many of the same research tasks for occupations as users of GIT can accomplish for industry. The tool mirrors GIT in features and function to ease the user learning curve. Both tools were further upgraded to include industry cluster mapping. This upgrade allows a user to select industry clusters to see a grouping of related industries. These clusters were chosen based on the [Harvard and EDA Cluster Mapping Project](#) in conjunction with information from the Maryland Department of Commerce.

OWIP not only strives to find innovative tools and resources, the LMI Team forms partnerships with neighboring institutions on creating new tools for its users. Through the partnership with the Jacob France Institute (JFI) at the University of Baltimore, OWIP's LMI Team proposed to create interactive Maryland County fact sheets in JavaScript. The interactive fact sheets will include LAUS data by county, population, wage, and commuting data. Furthermore, incorporated into the factsheets were statistics on QCEW data and educational attainment data for each county in Maryland. The fact sheets in PY 2015 were in the planning, alpha, and beta testing stages of development. Program Year 2016 is the scheduled release. As a part of the Memorandum of Understanding (MOU) with the Jacob France Institute, they were to write a detailed analytic report on one target group's labor market trends. The Maryland Department of Labor selected the targeted group, and the decision was made to focus on Maryland's veterans. A detailed report submitted by JFI for PY 2015 and uploaded to the OWIP-LMI website in PY 2016.

In collaboration with Towson University, OWIP completed the required documents for the redesign of the Industry Analysis Project (IAP). The IAP is a software application system used for analyses of the Quarterly Census of Employment and Wages (QCEW) data. Once implemented, the new web-based tool will allow users, students, job seekers, as well as researchers, to study Maryland's industries. Users will be able to research statewide, and county data as well as create designated areas. Internally, OWIP users can view more detailed industry data and data suppressed from public view. The Industry Analysis Project is scheduled for release in PY 2016.

Efforts to Create & Support Partnerships & Collaborations

On a quarterly basis, OWIP shares its data, stemming from the QCEW program, on employment and wages. Select agencies, universities, and non-profits have a standing data sharing agreement to receive QCEW data. Currently, OWIP maintains data sharing agreements with seven entities.

OWIP strengthened its partnership and collaboration with relevant stakeholders on labor market data and workforce information initiatives. These include continued support to supply annual industry data to the Comptroller of Maryland.

OWIP also strengthened its partnership with the Maryland Department of Planning (MDP) by hosting training sessions on the American Community Survey (ACS) datasets. OWIP continues to supply MDP with QCEW data by way of the data sharing agreement. The LMI Team works

Data Sharing Agreements

- | | |
|---|---|
| ➤ Maryland’s Non-profit Consortium | ➤ Maryland Department of Planning |
| ➤ Jacob France Institute at the University of Baltimore | ➤ Maryland Department of Commerce |
| ➤ Center for Smart Growth at the University of Maryland | ➤ Montgomery County Economic Development Office |
| | ➤ Montgomery County Parks and Planning Office |

with MDP when customers have questions that are more Census (demographics, population) related.

The LMI Team participated and led an interagency Workforce Innovation & Opportunity Act (WIOA) task force. The Labor Market Information and Sector Strategies WIOA Work Group consisted of employees from different agencies that involved Maryland’s Department of Labor, Maryland’s Department of Commerce, Maryland Higher Education Commission, Maryland’s Department of Human Resources, LWIA Directors, JFI of the University of Baltimore, and Towson University. The goal of this task force was to use Labor Market Information to make data-driven workforce decisions. The goal was to develop a methodology:

- Inform sector strategies of Labor Market Information (LMI)
- Shape state and local plans with LMI
- Use LMI in the regional delineation of economic activity
- Evaluate current LMI tools and resources
- Determine possible LMI gaps
- Develop additional LMI tools and resources

With the methodologies developed, the LMI and Sector Strategies Work Group made recommendations identifying economic regions within the state and determine in-demand industries and occupations. Throughout PY 2015, recommendations for the new economic regions were submitted and by the end of PY 2015, the Governor’s Development Board (GWDB) approved a new region submission.

Activities to Leverage WMI Funding

The Office of Workforce Information and Performance maintains compliance of Program Year 2015’s WIG funding by consistently populating and updating both the MWE-VOS and DLLR websites. These websites are populated with a variety of labor market products from developing and publishing industry and occupational projections, producing targeted labor market analyses and reports, to working with stakeholders on workforce-related activities. OWIP continues to leverage the LMI-WIG funding to finance additional projects.

OWIP awarded \$175,000 as part of the Job-Driven National Emergency (JD-NEG) grant to redesign the Industry Analysis Project (IAP). Addressed in previous sections, the IAP was previously used for internal analyses of QCEW data only – but will now be a web portal for users to research QCEW data. Additionally, OWIP was written into the Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant, headed by Montgomery College, to provide Cybersecurity related LMI. The Office of Workforce Information and Performance utilized the WIG funds throughout the year, and highlights are as follows:

WIG 2015 Program Year Expenditures		
Program Year 15 Award	\$623,467.00	
Program Year 14 Carryover	\$134,376.39	expended in Program Year 15
Program Year 15 Total	\$757,843.39	
PY15 Expenditures:		
Program Year 14 Carryover	\$134,376.39	expended in Program Year 15
Personnel	\$289,522.23	
Communications	\$3,997.32	
Travel	\$5,584.95	
Contractual Services	\$136,440.04	
Supplies/ Equipment	\$1,520.95	
Indirect Cost	\$44,094.02	
Other Operating Cost	\$8,007.66	
Department Overhead	\$10,889.13	
Total Expenditures (PY15 and PY14 Carryover)	\$634,432.69	
WIG Program Year 15 Carryover (will be spent in PY16)	\$123,410.69	(includes unliquidated obligations)

Table 5 - Above are the expenditures for Program Year 2015. The carryover from PY 14 was expended in PY 15. Total expenses from PY 2015 equals \$634,432.69. OWIP will use PY 2015's carryover of \$123,410.69 in PY 2016.

**Recommendations to ETA for Changes and Improvements to
Future WIGS and Requirements**

The WIG funds support vital LMI initiatives that include industry and occupational projections, key LMI data products, and responding to inquiries. In addition, OWIP provides significant outreach activities that allow for deeper understanding of the available labor market data and analyses. Training and other out-of-office LMI activities are part of the ETA’s WIG requirements. However, providing these services both in the field and from the offices can be demanding for some staff members thus impacting the capacity of LMI offices to cater to its stakeholders. Therefore, an increase in staff, which will require an increase in grant funds, would be appropriate to meet stakeholders and customers’ demands statewide. In view of this, OWIP recommends that ETA maintain its commitment to providing and increasing the WIG funds to states.



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