

Annual Performance Report

PY 2015

Grant Deliverables

In accordance with the Employment and Training Administration’s (ETA) guidelines for grant deliverables the Oklahoma Labor Market Information Program year 2015 accomplishments are outlined below.

i. Workforce Information Database (WIDb)

Continued to populate the WIDb Database with state and local data

Accomplishments:

Populated WIDb (version 2.6) in March 2016 with statewide short-term (2015-2017) industry and in August 2016 with statewide long-term (2014-2024) and occupational projections data in accordance with guidelines issued by the Analyst Resource Center (ARC);

All core tables were updated during PY 2015.

ii. Industry and Occupational Employment Projections

Produced and disseminated industry and occupational employment projections.

Accomplishments:

- Short-term industry and occupational projections (2015-2017) data were completed and submitted to ETA by Feb. 28, 2016;
- Short-term industry and occupational projections (2015-2017) data were published online by March, 2016;
- Long-term employment projections (2014-2024) for the state of Oklahoma were completed in June, 2016;
- Long-term employment projections (2014-2024) for the state of Oklahoma were published during the first week of July, 2016.

One analyst attended UI Profiling training in Tempe, AZ in April 2016;

Oklahoma Employment Security Commission – Economic Research
Program Year 2015 Workforce Information Annual Performance

One analyst attended Local Employment and Wage Estimation System (EDS/Lewis) Training in Austin, TX in January 2016;

One analyst attended Basic Labor Market Information Analyst Training in Arlington, VA in August 2015

One analyst attended 2016 Local Employment Dynamics Partnership Annual Workshop in Washington D. C. in March 2016

iii. Annual Economic Analysis and Other Reports

Conducted and published relevant economic analysis, special workforce information and/or economic studies determined to be of benefit to the governor and state and local WIBs.

2016 Annual Economic Report	Online publication September 2016
2015 Annual Economic Report	Online publication September 2015
2014 Oklahoma Cost of Living Report ^{New}	Online publication October 2015
Oklahoma Youth Labor Force ^{New}	Online publication December 2015
Oklahoma Energy Industries and Other Oklahoma Industries: A correlation analysis with industry employment and employee earnings 2014 ^{New}	Online publication December 2015
2014 Labor Force Information for Affirmative Action Programs	Online publication March 2016
Oklahoma Job Quarterly Earnings Percentile Changes: All industries for years 2005 to 2015 ^{New}	Online publication March 2016
Quarterly Census Employment and Wages 2014	Online publication March 2016
Oklahoma Labor Force Data 2015	Online publication April 2016
Oklahoma Wage Report 2015	Online publication April 2016
QCEW Annual Averages Chart Book 2014	Online publication May 2016
Oklahoma 2015 CES Benchmark	Online publication May 2016
Oklahoma Job Quarterly Earnings Percentile Changes: Mining Years 2005 to 2015 ^{New}	Online publication May 2016
Oklahoma Unemployment Insurance Tax Rates By Industry, Establishment Size and County ^{New}	Online publication June 2016
Oklahoma Job Quarterly Earnings Percentile Changes Health Years: 2005 to 2015 ^{New}	Online publication August 2016
2014-2024 Occupational Projections Chart Book	Online publication July 2016
Oklahoma Job Quarterly Earnings Percentile Changes Manufacturing Years: 2005 to 2015 ^{New}	Online publication August 2016
Science, Technology, Engineering & Mathematics (STEM) Periodic Table (poster)	Published online September 2016
Short-term (2015-2017) Industry and Occupational Employment Projections	Published online February 2016
OES 2015 for State, Balance of State, MSAs, WIAs and LLMA(EDS File)	Published online April 2016
Oklahoma’s Economic Indicators (Monthly Reports)	Updated online Monthly

Oklahoma Employment Security Commission – Economic Research
Program Year 2015 Workforce Information Annual Performance

Oklahoma Business Employment Dynamics	Updated online Quarterly
Quarterly Census Employment and Wages Data Files	Updated online Quarterly
CES online 2015 (1990-2015) Online Application	Updated March 2016
Employer Locator Online Application	Updated January 2016
Oklahoma QCEW Online Application (2005-2014)	Updated October 2015

Links to annual economic analysis and other reports:

2016 Annual Economic Report

https://www.ok.gov/oesc_web/documents/lmiEconomicReport2016.pdf

2015 Annual Economic Report

https://www.ok.gov/oesc_web/documents/lmiEconomicReport2015.pdf

2014 Oklahoma Cost of Living Report ^{New}

http://www.ok.gov/oesc_web/documents/lmicostofLivingreport2015.pdf

Oklahoma Youth Labor Force ^{New}

https://www.ok.gov/oesc_web/documents/lmiyouthlaborforce2015.pdf

Oklahoma Energy Industries and Other Oklahoma Industries: A correlation analysis with industry employment and employee earnings 2014 ^{New}

https://www.ok.gov/oesc_web/documents/lmioilindustryreport2015.pdf

2014 Labor Force Information for Affirmative Action Programs

http://www.ok.gov/oesc_web/documents/lmiaapub2014.pdf

Oklahoma Job Quarterly Earnings Percentile Changes: All industries for years 2005 to 2015 ^{New}

https://www.ok.gov/oesc_web/documents/lmijobearningsreport15.pdf

Quarterly Census Employment and Wages 2014

http://www.ok.gov/oesc_web/documents/lmiqcewpub14.pdf

Oklahoma Labor Force Data 2015

http://www.ok.gov/oesc_web/documents/lmilbrfrdata15.pdf

Oklahoma Wage Report 2015

http://www.ok.gov/oesc_web/documents/lmiwagereport2015.pdf

QCEW Annual Averages Chart Book 2014

http://www.ok.gov/oesc_web/documents/lmi14qcewchrtbk.pdf

Oklahoma 2015 CES Benchmark

http://www.ok.gov/oesc_web/documents/lmicesbmk2015.pdf

Oklahoma Job Quarterly Earnings Percentile Changes: Mining Years 2005 to 2015 ^{New}

https://www.ok.gov/oesc_web/documents/lmiminireport2015.pdf

Oklahoma Employment Security Commission – Economic Research
Program Year 2015 Workforce Information Annual Performance

Oklahoma Unemployment Insurance Tax Rates By Industry, Establishment Size and County ^{New}
https://www.ok.gov/oesc_web/documents/lmiuitaxrates2016.pdf

Oklahoma Job Quarterly Earnings Percentile Changes Health Years: 2005 to 2015 ^{New}
https://www.ok.gov/oesc_web/documents/lmiearningschangehealthreport2015.pdf

2014-24 Occupational Projections Chart Book
http://www.ok.gov/oesc_web/documents/lmioutlk14.pdf

Oklahoma Job Quarterly Earnings Percentile Changes Manufacturing Years: 2005 to 2015 ^{New}
https://www.ok.gov/oesc_web/documents/lmimanufacturingreport2015.pdf

Science, Technology, Engineering & Mathematics (STEM) Periodic Table (poster)
http://www.ok.gov/oesc_web/documents/lmistemposter2016.pdf

Oklahoma's Economic Indicators (Monthly Reports)
http://www.ok.gov/oesc_web/Services/Find_Labor_Market_Statistics/EconIndArchive.html

Oklahoma Business Employment Dynamics (Quarterly Reports)
http://www.ok.gov/oesc_web/Services/Find_Labor_Market_Statistics/BusEmpDyn.html

**Links to long-term statewide 2014-2024, long-term WIA 2012-2022, short-term 2015-2017
statewide employment projections:**

http://www.ok.gov/oesc_web/Services/Find_Labor_Market_Statistics/Projections/

Links to online applications, databases or Excel files:

CES online 2015 (1990-2015)
http://www.ok.gov/oesc_web/documents/lmiCesXclSheet.xlsx

Employer Locator
<http://www.oesc.state.ok.us/lmi/EmployerLocator/>

Oklahoma QCEW Online
<http://www.oesc.state.ok.us/lmi/QCEWHistorical/Default.aspx>

OES 2015 for State, Balance of State, MSAs, WIAs and LLMAAs (EDS File)
https://www.ok.gov/oesc_web/documents/May2015EDSWage.xlsx

Oklahoma Wage Network (OWN)
<http://www.oesc.state.ok.us/OWN/>

QCEW Data Files
http://www.ok.gov/oesc_web/Services/Find_Labor_Market_Statistics/QCEW/qcewdata2.html

Oklahoma Employment Security Commission – Economic Research
Program Year 2015 Workforce Information Annual Performance

iv. **Customer Consultation**

OESC LMI Web Site Traffic and Satisfaction Summary:

The OESC LMI website offers visitors a chance to comment on their general satisfaction and the site ease of use. We also provide a venue to offer suggestions or critiques of our website. This is accomplished through the use of an anonymous survey tool that is advertised on the main LMI page and is offered passively. The survey asks three questions and provides an open field for comments and/or questions. Below are the questions:

Question 1: Overall, how satisfied are you with our website?

Question 2: How easy was it for you to find the information you were looking for?

Question 3: Which of the following best describes you? (Lists various occupations)

v. **Activities Undertaken to Meet Customer Needs**

OESC LMI participated in various economic development and workforce development meetings, such as:

Oklahoma Health Improvement Plan (OHIP) Workforce Workgroup;

Oklahoma State Innovation Model (OSIM);

OKC Metro Employer Council Meetings;

University of Central Oklahoma HR Advisory Board, UCO

vi. **New Tools and Resources**

Oklahoma's Workforce Dashboard is added on our website. It is an **interactive tool** designed to **visualize data and patterns** related to workforce, education, and training opportunities in the state.

Oklahoma Job Quarterly Earnings Percentile Changes is a series of special reports on the earnings percentile changes for the total industries, mining, manufacturing and health care industries. Our agency administrative earnings records were used to construct and compare a ten year history and four year recent changes in earnings as measured by percentiles. These reports include percentile dollar amount changes and percentile percent changes.

In the **Oklahoma Cost of Living Report**, data on wages and cost of living is analyzed and compared with nation, Oklahoma's bordering states, counties and cities in order to gain an idea of the true value of each dollar earned by the average worker in Oklahoma.

Oklahoma Youth Labor Force examines the youth labor force in Oklahoma, comparing it to national trends. It also looks at labor force participation rates and unemployment data segmented by selected age groups from 1999 to 2014. Finally, the study examines youth employment and earnings by industry in Oklahoma from 2000 to 2014.

Oklahoma Employment Security Commission – Economic Research
Program Year 2015 Workforce Information Annual Performance

Oklahoma Energy and Other Oklahoma Industries report takes an exploratory qualitative comparative approach in examining the detailed relationships between Oklahoma energy industries, individual Oklahoma industries and an aggregate of all Oklahoma industries.

This innovative approach consists of correlating, scale measuring, score tabulation and ranking of bivariate correlation scale scores; between the employment and earnings of individual industries, energy industries, Baker-Hughes Total US Land Rig Counts and aggregate of all Oklahoma industries.

Oklahoma Unemployment Insurance Tax Rates by Industry, Establishment Size and County provides a detailed analysis and comparison of Oklahoma Unemployment Insurance contributions and tax rates between 2nd quarter 2012 and 2nd quarter 2015 by industry, establishment size and county. Presented in an easy to grasp ‘chart book’ format, the report also offers a brief overview of the Oklahoma Unemployment Insurance system and examines the performance of Oklahoma’s Unemployment Insurance Trust Fund over the past ten years.

2014 OESC Oklahoma Employer Benefits Survey is both a report and an interactive website that provides access to the whole report or report sections by industry. This comprehensive survey of state worker benefits compiles information on leave, health benefits, retirement benefits, and other fringe benefits. The 2014 Oklahoma Employer Benefit Survey shows how worker benefits in the state compare between certain industries and firm sizes.

vii. Efforts to Create and Support Partnerships and Collaborations

During the 2014 program year we partnered with other state and local agencies in the Oklahoma Health Improvement Plan (OHIP). This partnership is seeking solutions to healthcare workforce shortages. Oklahoma State University, the state Health Department, and the Oklahoma City/County Health Department are among our partners in this effort.

In addition we are a partner in the state’s P-20 Council which was established by state law and is seeking to develop a longitudinal data base that will link student records (P-20) with workforce data. Our partners in this include the Regents for Higher Education, the State Education Department, and Career Tech.

July 15, 2015	OHIP Workforce Work Group Meeting-Oklahoma State Department of Health (OSDH)
July 22, 2015	OKC Metro Employer Council Executive Board Meeting
August 5, 2015	OHIP Workforce Work Group Meeting-Oklahoma Hospital Association
August 13, 2015	Oklahoma State Innovation Model (OSIM) 2nd Quarter Statewide Webinar
August 19, 2015	August OKC Metro Employer Council (Jack Smalley, Express Employment Professionals, 'Leading Organizational Excellence by Avoiding the Top 5 Leadership Mistakes')

**Oklahoma Employment Security Commission – Economic Research
Program Year 2015 Workforce Information Annual Performance**

September 1, 2015	WebEx training on the Program Year (PY) 2016 Areas of Substantial Unemployment (ASU)
September 16, 2015	September OKC Metro Employer Council (Mark E. Hammonds, Sr., Hammons, Gowens, Hurst & Associates, ‘Everything You Need to Avoid a Lawsuit, You Learned in Kindergarten: Ten Lessons from the Playground’)
October 20, 2015	October OKC Metro Employer Council (Lance Haffner, Sr. Director– Human Resources, Seventy-Seven Energy, ‘Having a Defensible ADA Process’)
October 21, 2015	OKC Metro Employer Council Executive Board Meeting
November 17, 2015	November OKC Metro Employer Council (Sam R. Fulkerson, McAfee & Taft, ‘Recent Developments in Employment Law’)
November 19, 2015	U.S. DOL WHD Employer Seminar, Mike Monroney Aeronautical Security Command Center
November 19, 2015	OHIP Health Workforce Work Group, OSDH
December 8, 2015	OSU Economic Outlook Conference, MetroTech-Springlake Campus
December 9, 2015	OKC Metro Employer Council Annual Planning Meeting, OKC Metro Employer Council Executive Board, McAfee & Taft
December 16, 2015	OHIP Workforce Workgroup: Proposed State Innovation Model Design, OSDH
January 16, 2016	January OKC Metro Employer Council (Courtney K. Warmington, Crowe & Dunlevy, ‘The DOL’s Increasingly Aggressive Regulatory Agenda and Investigative Tactics’)
January 16, 2016	OHIP Workforce Workgroup/OSIM Review, OSDH
February 16, 2016	February OKC Metro Employer Council (Courtney Bru, McAfee & Taft, ‘Let’s Talk: Engaging Disabled Employees in the ADA’s Interactive Process’)
February 17, 2016	University of Central Oklahoma HR Advisory Board, UCO
February 29, 2016	Oklahoma State Innovation Model- OHIP Workforce Workgroup, OSDH
March 22, 2016	March OKC Metro Employer Council (Terri L. White, Commissioner, Oklahoma Department of Mental Health & Substance Abuse, ‘Mental Illness and Addiction: Impact on the Workforce’)
March 30, 2016	Oklahoma State Innovation Model- OHIP Workforce Workgroup, OSDH
April 19, 2016	April OKC Metro Employer Council (David Lane, OSU CEPD, ‘Creating a Culture of Innovation’)
April 20, 2016	OKC Metro Employer Council Executive Board Meeting
May 17, 2016	May OKC Metro Employer Council (Kristie Mitchell, MSW, Chief Programs Officer, YWCA of Oklahoma City, ‘Domestic Violence in the Workplace’)

Oklahoma Employment Security Commission – Economic Research
Program Year 2015 Workforce Information Annual Performance

June 14, 2016	June OKC Metro Employer Council (Melissa Vincent, CEO, 9Tribe LLC, ‘Why Strategic Initiatives Fail and What to Do about It’)
June 15, 2016	Webinar — “Expanded and Expensive: Preparing for Radical Changes in Overtime Law” (McAfee & Taft)

viii. Activities to Leverage LMI Funding

1. The agency uses non-LMI grant dollars to partly fund our public information officer. Our PIO oversees all aspects of our LMI press releases, our division website, and edits most of our publications.
2. The agency uses non-LMI grant dollars to partly fund our senior economist position and his activities related to the Oklahoma City Employer Council. We utilize his role with the council to highlight LMI products and analysis.

ix. Recommendations of ETA for Changes and Improvements to WIGs Requirements

For the PY2015 grant year the Oklahoma Labor Market Information program does not have any recommendations for any changes to the grant deliverables.