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September 26, 2016
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 Administrator O'Brien:

Enclosed you will find the Program Year 2015 Annual Report for the State of Vermont. This is in fulfillment of the annual reporting requirement detailed in TEGL 1-16.

The Economic & Labor Market Information (E&LMI) division within the Vermont Department of Labor is committed to the production of quality labor market data and the public dissemination of this information to the individuals and organizations that can benefit from it. ETA support makes this possible. Highlights from this past program year include the continuation of the E&LMI internship program (now in its fourth year), the ongoing partnership with a local philanthropic organization to produce materials promoting career awareness with young people and the expansion of data offerings using enhanced wage records (currently focusing on gender).

Even as a small state, E&LMI strives to be a leader in labor market information best-practices and are an active partner in WIOA implementation in Vermont. Thank you for your continued support.

Sincerely,

Anne M. Noonan
Commissioner
VT Dept. of Labor
SWA Administrator

Frank Cioffi
SWDB Chair

Mathew J. Barewicz
E&LMI Chief
VT Dept. of Labor
& WIAC Member



**VERMONT
PY2015 WORKFORCE INFORMATION GRANT
ANNUAL PERFORMANCE REPORT**

Introduction

The Vermont Department of Labor's (VDOL) Economic & Labor Market Information (E&LMI) division completed all the required Program Year (PY) 2015 deliverables within the allotted time.

Outside of core ETA deliverables, E&LMI continues to build on its mantra that "more information leads to better decisions". To that end, E&LMI has been an active participant in WIOA implementation discussions at the state and national level. This includes active support to the State Workforce Development Board (SWDB) in Vermont and full participation in the WIAC as the E&LMI Chief is the nominated Region 1 representative.

PY2015 saw the release of a comprehensive study on Technology in Vermont. This informative report was completed in a large part through the hard work of E&LMI interns. These paid positions were part of an annual internship program hosted by E&LMI designed to create valuable professional experience for young people in Vermont. Started in PY2012, this program continues to be a source of much excitement within VDOL. This year's interns (hired at the end of PY2015) are researching Paid Sick Leave and Pay Equity. Work products related to their efforts will be part of the PY2016 narrative.

As budgets continue to tighten, finding private partnerships is becoming more important. At the end of PY2015, E&LMI recommitted to partnering with the McClure Foundation which is a local philanthropic organization. E&LMI and McClure first partnered to create, publish and promote a career awareness brochure based on the 2012-2022 occupational projections. Now with the recent release of the 2014-2024 occupational projections, this partnership is once again renewed. Final work product will be completed in early PY2016. As with the first iteration, this second version will be accompanied by an aggressive public outreach campaign including print, radio and television exposure. The McClure Foundation's belief that "no good job in Vermont should go unfilled for lack of a qualified candidate" compliments E&LMI's mission of promoting career awareness.

As detailed in the rest of this report, E&LMI is passionate about sharing data and expertise on labor market issues. Providing on-going technical expertise via presentations and committee appointments are important part of E&LMI's work. For the past couple of years, E&LMI has staffed governor appointed committees relating to the health care workforce and successful aging. As part of the work of the latter, the inaugural Governor's Award for Business Excellence in Supporting Mature Workers was created and awarded to deserving Vermont businesses in early PY2016 after much work in prior program years (<http://a4td.org/photos-governors-award-2016/>).

ETA support is very much appreciated. It makes so much possible.

I. Accomplishments

A. Populate Workforce Information Database

Version 2.6 (released December 2015) of the Workforce Information Database (formerly ALMIS Database) was maintained throughout the year such that it is current. In addition to maintaining data for counties, labor market areas and towns, data items were also updated for local Workforce Investment Boards (WIB). Examples of this data are available online at: <http://www.vtlmi.info/region.cfm>.

Work related to the redefinition of Labor Market Areas (LMAs) based on the 2010 Census continued into PY2015. E&LMI staff time was dedicated to converting existing online data products to be consistent with the new definitions and creating publications announcing the changes (additional information about the new LMAs is available at: <http://www.vtlmi.info/lmadef2015.pdf>).

Base activities were completed within planned milestones. Spending totaled \$35,000.

B. Industry and Occupational Projections

The 2014-2024 long-term occupational projections at the statewide level were completed in PY2015. The sub-state 2012-2022 long-term occupational projections were completed as part of PY2014. Both were published on our website within the same program year of completion.

Information and tables about the statewide and sub-state long-term projections can be accessed at: <http://www.vtlmi.info/occupation.cfm>.

Short-term statewide occupational projections were completed for 2015-2017. Electronic publication of these occupational projections was announced on our website and via our email contact list. See: <http://www.vtlmi.info/occupation.cfm> .

Base activities completed within planned milestones. Spending totaled \$93,000.

C. Publish Annual Economic Analysis Report for Governor and state WDB

The E&LMI unit compiled, published and distributed (electronically) an annual economic and demographic profile of the Vermont economy entitled: Vermont Economic and Demographic Profile, 2016. The publication can be obtained at: <http://www.vtlmi.info/profile2016.pdf> . This document will serve to meet the contract requirement for summary of the state economy. E&LMI has recently added tables about Gross State Product to the publication and additional agricultural data.

We continue to use LED data which is a substantial enhancement to earlier versions of this report. For each county we provide a profile of worker demographics, Quarterly Workforce Indicators (QWI), and labor and commuter shed analyses. This adds a regional component to the publication. The commuter shed maps cross political boundaries and establish where workers live and where residents work by county and town.

Periodic quarterly newsletters about economic conditions in Vermont have become popular per our regular data users. Discussions have begun about breaking up the comprehensive annual Economic & Demographic Profile report into parts which can be released on a rolling basis. No decisions have been made yet based on these exploratory discussions. The quarterly online newsletters can be found here: <http://www.vtlmi.info/lmipub.htm#news>.

All activities completed within planned milestones and expenditure levels. Spending totaled \$40,000

D. Occupational and Career Information Products

The Occupational Information Center is the main source of occupational and career information products on our website and can be found at www.vtlmi.info/oic.cfm. This web application is updated and maintained by E&LMI staff. During the past program year, E&LMI completed the online conversion of information to Standard Occupational Classification (SOC) 2010. This includes updating occupational videos which are also available at the previously referenced link. In addition to the SOC 2010 conversion, the Occupational Information Center has been updated to O*NET 18.1. Alternate titles (aka Lay Titles) have been updated to version 20.1 of O*NET in the Occupational Information Database as well. Based on the May 2015 OES data, E&LMI completed the occupational wage estimates statewide and three sub-state areas using the North Carolina EDS software and added the information to our Occupational Information Center on the web. Occupational wage estimate tables are available at www.vtlmi.info/occupation.cfm.

Updated and current licensed occupation information can be found at <http://www.vtlmi.info/licocc.cfm>. During PY2016, E&LMI staff met with the Vermont Secretary of State's Office of Professional Regulation to learn more about licensed occupations in Vermont and opportunities for possible partnership. Should work product be produced as a result of this discussion, it will be reported in the PY2016 report.

As was introduced at the start of this report, a second version of a valuable career and education awareness tool is being developed based on the new 2014-2024 long-term occupational projections. The original brochure can be seen here: <http://www.vtlmi.info/pathways.pdf>. The new version will be completed in early PY2016.

Lastly, E&LMI produces a summary report of the long-term occupational projections. This was developed in response to customer feedback. The first of such reports can be found here: <http://www.vtlmi.info/projlt.pdf>. Work is underway to update this report with the new 2014-2024 long-term occupational projections. This publication will be completed in early PY2016.

All activities completed within planned milestones and expenditure levels. Spending totaled \$30,000.

E. Provide Information and Support State Workforce Development Board / Local Workforce Investment Boards

Vermont is a single region state i.e. there is only one federal recognized State Workforce Development Board (SWDB). This does not prevent local areas from developing active local Workforce Investment Boards (WIBs). Due to a combination of economic conditions and new federal requirements (WIOA), the recent two program years have seen a flurry of activity on both the state and local levels.

During PY2015, E&LMI continued to be a staple at SWDB meetings building off the significant ground work in PY2014. As a recap, E&LMI was the feature presenter at all full SWDB meetings in PY2014 providing a comprehensive overview of the labor market conditions (both supply and demand) in Vermont. In PY2015, E&LMI continued to present, provide data and participate in meetings. By informing board members about what data is available and educate them on economic conditions, this has allowed for a focused discussion about how best to move forward. PY2016 looks to be an exciting year as detailed strategies and recommendations are being developed to address existing labor market challenges.

On the local level, E&LMI continues to have a seat on the Executive Committee of the largest local WIB in the State of Vermont – the Lake Champlain Workforce Collaborative which has a catchment area of the Burlington-South Burlington labor market area. This area accounts for one-third of Vermont’s population and approximately 40% of Vermont’s covered employment. Within the last year, this group conducted a regional survey of businesses inquiring about labor needs. This work has been helpful as a similar statewide study is being considered.

E&LMI continues to maintain datasets tailored to regional areas consistent with how local planners organize their efforts towards meeting local workforce needs. The updated ‘regions’ page can be accessed at www.vtlmi.info/region.cfm. Employment by WIB can be found at www.vtlmi.info/indnaics.htm; unemployment by WIB is available at www.vtlmi.info/labforce.cfm; and Labor Exchange data by WIB is accessible at www.vtlmi.info/laborexchange.cfm.

Base activities completed within planned milestones. Spending totaled \$30,000.

F. Improve Electronic Workforce Information Delivery System

The E&LMI team which was assembled in PY2014 to assess the vtmi.info website continued their work into PY2015 as anticipated. As a result of this group's work, important technological investments have been identified. Purchases related to data management/analysis and user facing graphical software are in the works. Once completed, these purchases will significantly increase the analytical capacity of the E&LMI team as well as improve the overall user experience. This has been an intentionally slow process to ensure quality decisions about purchases were being made. The implementation strategy is on target with the previously stated goal of PY2016. In the interim, the online system has remained up to date and functioning in its current version. E&LMI continues to add new data products while at the same time streamlining so that the user experience is positive. When appropriate, online data resources and tools are tagged with the ETA disclaimer as provided by E&LMI federal partners.

Base activities completed within planned milestones. Spending totaled \$25,000. In subsequent program years, spending for this line item may increase significantly due to the use of consultation services, staff training needs and ultimately implementation of a new online tools.

G. Training (including internships) & Consulting Initiatives

In Vermont, the E&LMI division continues to be a go-to source of economic information and is known as a willing partner/presenter. At the end of this report, Attachment A highlights PY2015 outreach supported by ETA. It is important to note that these outreach activities do not include outreach conducted by interns. Examples of E&LMI projects, outreach efforts and "other" from PY2015 include but are not limited to:

- Work Groups and Technical Support
 - Healthcare Workforce Development – studying the pipeline of healthcare workforce and healthcare related occupations as well as studying the impacts on healthcare occupations due to the change in the delivery system (ongoing)
 - Researching Mature Workers as part of the Governor's Commission on Successful Aging (ongoing)
 - Legislative Study Groups on the following topics:
 - Paid Sick & Family Leaves
 - Child Poverty
 - Vermont Economic Growth Incentive
 - Special projects
 - Gender and pay equity
 - WIOA implementation – specifically topics involving data

- Publications – which can be found online at: <http://www.vtlmi.info/lmipub.htm>
 - Vermont Technology Study
 - Annual Vermont State Construction Prevailing Wage report
 - Comprehensive reports on Unemployment Insurance data in Vermont
 - Publication of quarterly Vermont Labor Market Newsletter highlighting labor market trends
 - Monthly Economic & Travel Indicators publication
- In-Depth Analyses
 - Unemployment Insurance Trust Fund report and forecasting
 - Unemployment Insurance Profiling report and analysis
 - Make Vermont Home – produces daily feed of available jobs to AJCs and allows analysis of hard to fill positions and skills
 - Analyses on the impact of state funded (VTP & WETF) training programs on participants’ wages post-training
 - Industry analysis by gender using enhanced wage records – exploratory research used to develop methodology; public data product to be released in early PY2016
- Lastly, as a result of ETA funding, during PY2015 E&LMI was able to:
 - Create meaningful professional experiences for eight (8!) Vermonters via the E&LMI internship program
 - Host a Vermont high school student interested in economics via a job shadowing program
 - Present to a wide audience of individuals interested in the economic landscape of Vermont including:
 - the Vermont State College Board of Trustees
 - VDOL and VA Veteran staff
 - America Job Center regional office staff
 - Career Technical educators
 - Chamber of Commerce Policy Committee
 - and several groups of dislocated workers (Rapid Response)
 - Prepare numerous smaller custom data analyses at the request of our data user population on an ‘as needed basis’
 - Handle countless media inquiries - both print and televised
 - Be available to elected and appointed officials with custom information and explanations to assist them in their decision making process
 - And in general promote the use of E&LMI data to anyone and everyone who could benefit!

Base activities completed within planned milestones. Spending totaled \$156,000. Additional outreach opportunities were identified which were not able to be handled due to limited staff capacity.

II. Customer Satisfaction

A. Online Data Product Usage

Customer satisfaction is tracked by maintaining statistics on the usage of printed and electronic products. The data for PY2015 and PY2014 is presented below:

Comparison Table: PY2015 vs. PY2014 E&LMI Website Activity

Web Activity Report - Publications ¹
Vermont Labor Market Information - www.vtmi.info

Publication Series	Program Year 2015 07/01/15 - 06/30/16			Percent of Total ⁵			Program Year 2014* 07/01/14 - 06/30/15*			Percent Change		
	Visitors ²	Visits ³	Views ⁴	Visitors ²	Visits ³	Views ⁴	Visitors ²	Visits ³	Views ⁴	Visitors ²	Visits ³	Views ⁴
Unique count across all pubs	66,609	453,384	1,229,617	-	-	-	70,336	279,884	1,174,082	-5%	62%	5%
census-qwi	2,387	9,244	11,228	4%	2%	1%	1,874	6,678	8,644	27%	38%	30%
ces	4,333	14,994	19,183	7%	3%	2%	4,200	11,576	18,664	3%	30%	3%
construction prevailing wage	3,699	6,063	6,481	6%	1%	1%	3,468	4,852	5,136	7%	25%	26%
county profiles	2,443	9,925	11,407	4%	2%	1%	2,604	7,736	8,792	-6%	28%	30%
cpi	1,442	3,234	3,365	2%	1%	0%	1,106	2,410	2,476	30%	34%	36%
economic and travel indicators	1,876	28,670	40,403	3%	6%	3%	2,354	18,808	26,804	-20%	52%	51%
employer database	5,702	43,673	148,707	9%	10%	12%	5,444	40,692	206,244	5%	7%	-28%
fringe benefits	1,049	2,166	2,339	2%	0%	0%	938	1,852	2,050	12%	17%	14%
gross flow	1,490	3,787	4,419	2%	1%	0%	1,408	3,268	3,618	6%	16%	22%
income	1,680	3,253	3,491	3%	1%	0%	1,452	2,622	2,848	16%	24%	23%
labor exchange	4,965	152,163	380,881	7%	34%	31%	4,532	45,506	411,878	10%	234%	-8%
laus	4,874	21,882	28,878	7%	5%	2%	4,852	19,294	26,612	0%	13%	9%
licensed occupations	5,449	25,286	32,336	8%	6%	3%	5,390	18,992	23,088	1%	33%	40%
newsletter	2,075	12,870	14,128	3%	3%	1%	2,394	9,368	10,506	-13%	37%	34%
occupational info center	23,753	159,486	348,713	36%	35%	28%	29,242	131,284	291,084	-19%	21%	20%
oes	3,356	9,973	11,621	5%	2%	1%	3,034	6,616	7,610	11%	51%	53%
press release	2,759	6,269	6,608	4%	1%	1%	2,092	4,740	4,968	32%	32%	33%
projections	2,680	8,149	9,333	4%	2%	1%	2,978	7,734	8,850	-10%	5%	5%
qcew	5,605	36,445	49,749	8%	8%	4%	6,242	30,214	40,660	-10%	21%	22%
regions	7,276	40,863	52,066	11%	9%	4%	8,106	31,116	39,526	-10%	31%	32%
unemployment compensation	2,477	15,080	18,454	4%	3%	2%	2,780	9,762	10,910	-11%	54%	69%

1 - includes all means of online data distribution - static (htm) and interactive (cfm) web pages and downloadable files (pdf, xls)

2 - Each Visitor is a unique hostname or IP address with one or more visits.

3 - Each Visit is a series of views where the time between views is less than 30 minutes.

4 - Each View is a single web page consisting of one or more hits.

5 - Total of individual publication percentages exceeds 100% of the "unique count across all pubs" due to multiple publications accessed within each statistic.

* - pro-rated for missing data from Sept 2014 - Feb 2015 due to migration to new server and database system

For the past several years, E&LMI publications have been exclusively distributed in electronic form. This makes the tracking of usage by data product easier and more comprehensive. The above table details a comparison of PY2015 versus PY2014 online activity. For this analysis, counts generated by clicks associated with occupational videos and images have been excluded. Video and image features updated on the system were creating artificially large activity counts in the tracking software which is why they were removed from the totals. Overall, E&LMI saw decreases in visitors (-5%) but increases in visits (+62%) and views (+5%). The decline in visitors could be related to improved economic conditions as the number of job seekers hit period lows.

B. Online Customer Feedback

For many years, the E&LMI website has maintained an active link for data users to provide feedback on a rolling basis. The recent past has seen a decline in the number of individuals completing this feedback. Attempts to boost utilization of this online tool have been unsuccessful. As a result, more targeted feedback was collected on an individual basis from known data users. Initially, it was thought that PY2015 had a noticeable bump up in the number of online responses. Further investigation into the feedback received shows a high likelihood of either a “robot” responder or a persistent sales person. With those caveats, below is a table detailing the data collected via the online feedback survey. The data was collected on a five-point scale where 1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree.

PY2015 - Online User Responses:	
The information was:	Overall Rating
Easy to find	3.0
Timely	4.0
Detailed Enough	1.0
Easy to Understand	2.0
Helpful	4.0
In a useful format	4.0
Overall, I am satisfied with the website	3.5

The most common use for information on vtلمي.info was “Finding a Job”. Demographically speaking the most common reported age group was 19-24. Though there is some question to the validity of the above information, considering the context of the work E&LMI does, there seem to be a couple of legitimate gripes. Therefore, a group within E&LMI will be tasked with exploring how best to address the low scores particularly in the categories of “Detailed Enough” and “Easy to Understand”. Through this process and the digital/data enhancements already in the works, it is the goal to raise the overall ratings.

Level of Demand for Labor Market Information Products and Services, Program Year 2015 (July 2015-June 2016)

Customer Presentations and Training Activities for State of Vermont - Economic & Labor Market Information (E&LMI) Division, Vermont Department of Labor (VDOL)

Name of Customer Presentation or Training Activity	Target Groups (select "yes" for all the applicable target groups)								Level of activity	
	Initials	Job Seekers, Job Counselors	Businesses, Business Service Repr-rentatives	Researchers, Economists, Economic Developers	State and local Workforce Board Members and staff	Other WIA Administrators, Planners, Policy Makers	Students, Teachers, School counselors	Other target group (please identify)	Number of presentations or training sessions	Number of audience members or training participants
CSP / Fabtech Rapid Response	KS	Yes	No	No	No	No	No		1	5
Fabtech Rapid Response	KS	Yes	No	No	No	No	No		1	1
Special Session - Orientation to LMI	KS	No	No	Yes	No	No	No		1	1
Veteran's advocates	KS	Yes	No	No	No	No	No		1	5
Fairpoint Rapid Response	MJB	Yes	No	No	No	No	No		1	35
Lake Champlain Chamber Policy Committee	MJB	No	Yes	Yes	No	No	No		3	65
GMCR Rapid Response	KS/MJB	Yes	No	No	No	No	No		7	110
Hannaford Career Tech Education Center	MJB	Yes	Yes	No	No	No	Yes		1	13
Springfield / Brattleboro CRC training	MJB	Yes	No	No	No	No	No		1	9
VT State Colleges - Board of Trustees	MJB	No	Yes	No	Yes	Yes	No	Education leaders in VT	1	35
Gildan Rapid Response materials	KS	Yes	No	No	No	No	No		1	30
SWIB Sept 2015 Meeting	KS/MJB	Yes	Yes	Yes	Yes	Yes	Yes		1	60
VT Development Conference	MJB	No	Yes	No	No	No	No		1	135
NEK Career Technical Center	MJB	Yes	Yes	No	Yes	No	Yes		1	24
Upper River Valley HR Association	MJB	No	Yes	No	No	No	No		1	46
Keurig RR	KS	Yes	No	No	No	No	No		2	20
Vermont Associates	KS	Yes	No	No	No	No	No		1	12
UVM Legislative Policy Day	MJB	No	Yes	Yes	Yes	Yes	No		1	75
People's Bank	KS	No	Yes	No	No	No	No	managers	1	30
Lake Champlain Chamber Workforce Collaborative	KS	No	Yes	No	No	No	Yes		1	8
Northlands Job Corp	KS	Yes	Yes	No	No	No	Yes		1	25
Central Vermont School Counselors Committee	MJB	Yes	No	No	No	No	Yes		1	14
Vermont TIPS program	MJB	Yes	No	No	No	No	Yes	high school internship coordinators	1	11
House Committee on General, Housing, & Military Affairs	MJB	No	No	No	No	Yes	No	Vermont economy	1	9
Senate Committee on Economic Development	MJB	No	No	No	No	yes	No	pay by gender	1	16
Fact Finding - Union & Administration	MJB	No	Yes	Yes	No	Yes	No	occupational data	1	70
Milton HS students	KS	Yes	No	No	No	No	Yes		6	105
UVM Intermediate Macro	KS	No	No	No	No	No	Yes		1	55
Montpelier Adult Basic Education	MJB	Yes	No	No	No	No	Yes		1	3
ETA Region 1 Youth Call	MJB	Yes	No	No	No	No	Yes	organized by Carmen @ ETA	1	25
Statewide Workforce Development Council	MJB	No	Yes	Yes	Yes	Yes	No	meeting participation	1	75
Rapid Response - presentation materials	MJB	Yes	No	No	No	No	No	soon to be dislocated workers	1	10
Leadership Champlain	KS	No	Yes	Yes	No	No	No		1	35
Creative Workforce Solutions	KS	Yes	No	No	No	No	Yes		1	25
Career Tech Education Counselors	MJB	Yes	No	No	No	No	Yes		1	11
Sophomore Career Summit	MJB	No	No	No	No	No	Yes	Bennington	6	40
Burlington CRC	KS	Yes	No	No	No	No	No	VDOL Staff	1	12
Community High School / Burlington Corrections	KS	Yes	No	No	No	No	Yes	incarceration	1	8
Judiciary Fact-Finding	MJB	No	No	No	No	Yes	No		1	15
Senate Finance	MJB	No	No	No	No	Yes	No	topic: UI TF	1	45
Senate Economic Development	MJB	No	No	No	No	Yes	No	topic: equity pay	1	18
VSAC Career Conference	KS	Yes	No	No	No	No	Yes		1	30
Community High School / Chittenden Regional	KS	Yes	No	No	No	No	Yes		1	5
Burlington College	KS	Yes	No	No	No	No	Yes	Rapid Response	1	15
Northfield High School Career Day	KS	Yes	Yes	No	No	No	Yes	High School sophomores	1	60
Senator Leahy's Women's Economic Conference	MJB	Yes	Yes	Yes	Yes	Yes	Yes		1	45
Health Care Workforce Workgroup	MJB	No	No	Yes	Yes	Yes	No		1	24
Employer Outreach	MJB	No	Yes	Yes	Yes	Yes	No	Recruitment/Retention	1	7

Total = 67 1,532

Comments: The above information does not include all public outreach conducted by VT E&LMI interns;