

Wyoming Workforce Information Grant: Annual Performance Report PY 2020

I. WID

- A. Description: Wyoming upgraded the Workforce Information Database (WID) to version 2.8 in PY2019, and continues to populate core and non-core tables. Research & Planning (R&P) also continues to update additional databases used in previous years, such as wage records, Quarterly Census of Employment and Wages (QCEW), Occupational Employment Statistics (OES), postsecondary education student records, vital statistics, drivers' license, and health licensing boards.
- B. Customer Consultation: The ARC WIDCenter guidance is followed for the database structure. R&P adheres to guidance for constraints and the current version of the database. Appropriate R&P staff attends live and online training when available.
- C. Customer Needs Met: Data from the WID are used to update the customer facing Geosol LMI suite.
- D. Collaboration: R&P uses the data from the WID to populate our state's Labor Market Information module of Wyoming @ Work, a Geosol product. Besides our publications and website, this is a primary distribution point for Wyoming's LMI.

II. Industry and Occupational Employment Projections

- A. Description: R&P has two economists who are responsible for the creation of the Industry and Occupational Projections. The lead economist develops the projections utilizing the Projection Management Partnership software version 7.0.1008.00. Once preliminary projections are completed, the lead and secondary economists meet and evaluate each three-digit North American Industrial Classification System industry and sub-state region projection. The economists adjust the projections based on economic assumptions and more current data from the QCEW. Industry projections are combined with data from the OES Local Employment and Wage Information System (LEWIS) to create occupational projections. The following projections deliverables were published.
 - 1. Statewide Long-Term Sub-State Occupation Projections: Published June 2021 <https://doe.state.wy.us/lmi/projections/2021/LT-Substate/2018-2028.htm>
 - 2. Statewide Short-Term Industry and Occupational Projections: Published February 2021 https://doe.state.wy.us/lmi/projections/2021/WY_ST_Projections_2020-2022.htm
 - 3. Statewide Long-Term Industry and Occupational Projections, 2018-2028: Published July 2020 https://doe.state.wy.us/lmi/projections/2021/WY_ST_Projections_2020-2022.htm

- B. Collaboration: R&P is also contacted through the year by the public, Legislative Services Office, and the DWS executive team regarding Projection information.

III. LMI Training for Service Delivery

- A. Factors related to the COVID pandemic and loss of R&P primary training and outreach coordinator led to very little outreach in the form of presentations this year. R&P continues to produce timely and relevant Labor Market Information which are published in our monthly Labor Force Trends and other occasional publications. In addition R&P continues to collaborate and answer questions from the media in Wyoming.
- B. Regional LMI Directors' Meeting 11/10/2020
 - 1. Description: R & P Manager attended the regional LMI Directors' meeting. The manager received training and information regarding the Employment Training Administration, the FY 2021 CA for BLS. The manager was also able to participate in discussions regarding policy making.
 - 2. Customer Consultation: Information regarding BLS fed-state programs was discussed and was used for PY 2020
 - 3. Customer Needs Met: The conference allows the manager to continue to operate the R&P division and deliver accurate LMI to the public.
 - 4. Collaboration: The conference detailed state responsibilities and program partnerships with BLS.

IV. Annual Economic Analysis and Other Reports

A. 2021 Wyoming Workforce Annual Report

- 1. Description: R&P produced the 2021 Wyoming Workforce Annual Report in June 2021, which was then distributed to members of the Wyoming Legislature. The 68-page report was also made available online at, with excerpts published occasionally in Wyoming Labor Force Trends.
https://doe.state.wy.us/lmi/annual-report/2021/Annual_Report_2021.pdf
The Annual Economic Analysis report included the following:
 - a) Wyoming's Labor Market in 2020: Pandemic, Declining Energy Prices Force Historic Job Losses
 - b) Substantial Job Losses Seen in Mining, Leisure & Hospitality
 - c) Wyoming Population Grows from 2010 to 2020
 - d) Unemployment Rate Increases in All Wyoming Counties
 - e) UI Benefit Recipients, Payments Reach Historic High in 2020
 - f) Weekly Trends in UI Claims In Wyoming During the Pandemic
 - g) Identifying Occupations with the Most UI Claims in 2020
 - h) Number of Persons Working in Wyoming Drops 6.4% in 2020
 - i) Short-Term Projections Show Job Losses for Wyoming
 - j) Does Wyoming Reward a Postsecondary Education?
 - k) Wyoming Employers Add Nearly 100,000 New Hires in 2019
 - l) Wyoming Occupational Fatalities Increase to 32 in 2019
 - m) Wyoming's Nonfatal Occupational Injury and illness Incidence Rate for 2019

- n) Just the Facts
- 2. Customer Consultation: The report was created with data from BLS program partnerships including LAUS, OES, CES, and QCEW. Wyoming wage records were also used along with R&P survey data and Unemployment Insurance claim data.
- 3. Customer Needs Met: The report is provided to the public via the above link and paper copies are provided to the Legislative Services Office, DWS executive committee, legislators, and by request.
- 4. Collaboration: BLS program data is leveraged and the Wyoming Economic Analysis Division is consulted to create “Just the Facts” including several economic statistics about the state aside from Labor Market Information.

B. Wyoming Labor Force Trends

- 1. Description: Wyoming Labor Force Trends is published monthly, with print copies mailed to approximately 1,200 subscribers and electronic copies sent to an additional 550 subscribers. Featured articles are as follows:
 - a) May 2020
 - (1) Wyoming Unemployment Insurance (UI) Benefit Eligibility Status and Fund Solvency Analyses
 - (2) Now Online: Weekly Unemployment Insurance Claims Data for Wyoming
 - b) June 2020
 - (1) Weekly Trends in Wyoming Unemployment Insurance Claims
 - (2) Nonresident Worker Increase Continues in 2019
 - c) July 2020
 - (1) 2020Q1 Quarterly Update: Wyoming Job Growth Slows Prior to COVID-19 Pandemic
 - (2) New from R&P: 2020 Wyoming Workforce Annual Report
 - d) August 2020
 - (1) Comparing Wyoming's Two Metropolitan Areas: Casper and Cheyenne
 - (2) Wyoming Long-Term Employment Projections, 2018-2028
 - e) September 2020
 - (1) Selected Demographics of Wyoming's Workforce in 2019
 - (2) R&P Publishes Report on Youth, Other Populations with Barriers to Employment
 - (3) Comparing SOII Injury Estimates for Wyoming to Workers' Compensation Data
 - f) October 2020
 - (1) New from Research & Planning: New Hires Survey Results
 - g) November 2020
 - (1) New from Research & Planning: Quarterly Turnover Data
 - h) December 2020
 - (1) Wyoming Occupational Fatalities Increase Slightly to 32 in 2019

- (2) Wyoming Labor Force Trends Articles from 2020
 - i) January 2021
 - (1) 2020Q2 Quarterly Update: Wyoming Loses 27,000 Jobs in Second Quarter 2020
 - j) February 2021
 - (1) Key Findings from the 2018 New Hires Survey
 - (2) Comparing New Hires Occupations Across Industries
 - (3) Wyoming's Nonfatal Occupational Injury and Illness Incidence Rates for 2019
 - k) March 2021
 - (1) Examining Unemployment Insurance Claims by Occupation
 - (2) Unemployment Rates for Selected Occupational Groups During the Coronavirus Pandemic
 - l) April 2021
 - (1) 2020Q3 Quarterly Update: Wyoming Job Losses Continue in Third Quarter 2020
 - (2) New Short-Term Occupational and Industry Projections
- 2. Customer Consultation Each issue of Trends includes a feature article or articles, along with regularly monthly tables and figures from sources such as Local Area Unemployment Statistics (LAUS), CES, Unemployment Insurance (UI) claims, and more. Quarterly issues with data from the QCEW and Wyoming Wage Records are published in the January, April, July, and October issues of Trends. R&P is also contacted throughout the year by the public, Legislative Services Office, and the DWS executive team for LMI. Requests include:
 - a) Employment statistics for K-12 educators.
 - b) Employment statistics for Healthcare employees.
 - c) Employment statistics for Mining employees.
 - d) Employment statistics for Manufacturing employees and employers.
 - e) Employment and education statistics for specific Construction occupations for Next Generation Sector Partnerships State Navigation Team.
 - f) Large employer information for specific counties.
 - g) Wyoming Post-Secondary Employment Outcomes.
 - h) Employment statistics for Construction employees.
 - i) Largest employers by county.
 - j) Links for public documents related to Census of Fatal Occupational Injuries (CFOI) cases.
 - k) Intercounty Community information.
 - l) Memorandum of Understanding for WIOA ETPL Performance Reporting for review with Wyoming higher education institutions.
 - m) State Occupational Epidemiologist and the Centers for Disease Control, seeking links to public documents found while searching for Census of Fatal Occupational Injuries (CFOI)

cases.

- n) Apprenticeship programs and truck driving occupations by county for Legislative Service office.
- 3. Customer Needs Met: Trends is provided to the public via the website, electronic copies, paper copies, and per request. The Trends articles provided valuable LMI for the public and decision makers.
- 4. Collaboration: Trends articles are created using wage records, Unemployment Claim information, survey data regarding employer benefits and job skills for newly hired employees, and BLS program information such as LAUS, QCEW, OES, CES. The partnerships are integral to the production and dissemination of LMI via Trends.

C. Wyoming Unemployment Insurance Claims Report (June 2020 to May 2021)

- 1. Description: A monthly Unemployment Insurance Claims Report is published and emailed to Trends subscribers and selected state employees around the third week of each month. Each report includes tables and figures on initial and continued claims, along with one page of narrative that describes highlights of the report.
<https://doe.state.wy.us/lmi/ui.htm>
- 2. Customer Consultation: Unemployment Claim information is gathered from the Unemployment Insurance (UI) division of DWS. R&P is also contacted through the year by the public, Legislative Services Office, and the DWS executive team regarding Unemployment Claim information. Requests include:
 - a) Definition for initial and continued claims.
 - b) Methodology for calculating initial and continued claims.
 - c) Unemployment Benefit Information
 - d) Unemployment supplement program information (FPUC/PUA/PUEC).
 - e) Claimant types included on unemployment rate (FPUC/PUA/PEUC).
 - f) Unemployment benefit payments.
 - g) Review of inaccurate unemployment information for another agency publication.
- 3. Customer Needs Met: Unemployment Claim information can be used by the public and policy makers to make informed decisions. R&P was also asked to use UI data to determine the future solvency of the Unemployment Trust fund to meet the needs of the unemployed of Wyoming. The request was made and initial research began in PY 2019 and the report created and published in PY 2020.
- 4. Collaboration: R&P partners with UI in order to create accurate information regarding initial and continued Unemployment claims. The information is also used to assist with UI determining employer UI tax rates.

D. Licensed Occupation Data – June 2021

1. Description: The report provides detailed information about license requirements and related information for occupations required to have a license by the state of Wyoming. https://doe.state.wy.us/lmi/dir_lic/lic-occs-2021.pdf
2. Customer Consultation: R&P collaborates with the licensing boards around the state to collect the information necessary to create the report.
3. Customer Needs Met: The report fulfills the WIG requirements and provides average employment and wages for each occupation, contact information for schools and each licensing board, job descriptions for each occupation, additional resources related to each occupation, and more.
4. Collaboration: State licensing boards are consulted to assist in creating the publication.

E. Wyoming New Hires Job Skills Survey Results – December 2020

1. Description: The data is collected with a survey sent out by R&P. In 2018, Wyoming employers added an estimated 94,074 new hires: individuals who, during a particular quarter, started working for an employer he or she had not worked for since at least 1992, the first year for which R&P has wage records.
https://doe.state.wy.us/lmi/new_hires/2018/00_All_Industrues_2018_NH.pdf
2. Customer Consultation: R&P collects information from businesses that are randomly selected that meet the criteria of having a new hire.
3. Customer Needs Met: The New Hires Survey allows R&P to collect rich survey details not previously available, such as occupation, rate of compensation, benefits, important job skills, employer satisfaction with a new hire's skills, retention, and more.
4. Collaboration: By linking New Hires Survey data to existing administrative databases, such as Unemployment Insurance Wage Records and Wyoming Department of Transportation driver's license files, R&P is also able to identify new hires characteristics such as age and gender.

V. Optional LMI Activities

A. Wyoming Workforce Development Council (WFDC) Partnership

1. Description: R&P Manager and Editor attended monthly meetings with the Wyoming Workforce Development Partnership where staff was often asked for expert knowledge regarding LMI programs. R&P staff were involved in the following committees:
 - a) Executive Committee – Purpose: A) Act on interim business of the full Council in its stead; B) Strategic Planning; C) Educate and inform policy makers and legislators about workforce development issues and its critical connection to education and economic development; E) Ensure that business has the leading voice in workforce programs.

- b) Strategic Performance & Finance Committee - Purpose: A) Financials; B) WIOA Compliance; C) Policies; D) Foster continuous improvement in workforce (one-stop) centers and program alignment.
 - c) Next Generation Sector Partnerships & Career Pathways Committee - Purpose: A) Strategically plan to train individuals in emerging industries; B) Work to create apprenticeship training models for industries and employers seeking skilled workers and promote on-the-job training opportunities; C) Promote the use of Wyoming's Career Pathways
 - d) Communications & Community Relations Committee – Purpose: A) Building awareness about the Wyoming Workforce Development Council and the Department of Workforce Services; B) Developing new and innovative outreach strategies
2. Customer Consultation: R&P staff are asked to provide expertise on the following:
- a) In-Demand jobs
 - b) Prevailing wages
 - c) Common education requirements for occupations
 - d) Industry unemployment rates
 - e) Educational outcomes

B. Workforce Innovation and Opportunity Act (WIOA) Presentation 10/13/2020

- 1. Description: R&P Editor spoke to the Jonah Bank Community Board about overall labor market trends and economic conditions in Wyoming with a focus on the mining industry.
- 2. Customer Consultation:
 - a) Jonah Bank requesting the following LMI:
 - (1) Current Employment Statistics
 - (2) Unemployment rate
 - (3) Baker Hughes Rig Count
 - (4) Oil Price Trends
- 3. Customer Needs Met: R&P provided expertise and information regarding the mining industry and employment trends in Wyoming
- 4. Collaboration:
 - a) Jonah Bank approached R&P for labor market information.

C. Tableau Graphics

- 1. Description: R&P created and maintained Tableau © graphics during PY 2019 that allow customers to download the associated data sets. <https://public.tableau.com/profile/tony.glover#!/> Graphics that are being maintained are as follows:
 - a) Wyoming UI Claims County by Week
 - b) Wyoming Post-Secondary (Colleges and University) Employment Outcomes 202001106
 - c) Wyoming LMI Data by Key Search

- d) Wyoming LMI Data
 - e) Wyoming Commuting Patterns 20191218
 - f) US Employment by County
 - g) Next Generation Sector Partnership 2019 Time Series
 - h) Next Generation Sector Partnerships 2019
 - i) Occupational Projections for Wyoming 2014 to 2024
 - j) Wyoming QCEW
 - k) Wyoming Wells
2. Customer Consultation: Some graphics are created in response to partner requests such as the Next Generation Sector Partnership 2019 Time Series. Other graphics are created to provide a user friendly interface to access LMI.
 3. Customer Needs Met: The graphics provide LMI to the public in an easily digestible format.
 4. Collaboration: Graphics are created with information from BLS partnership programs and other agencies such as Department of Transportation.

D. WIOA Unified State Plan

1. Description: R&P is consulted to assist in writing the Workforce Innovation and Opportunity Act (WIOA) strategic plan. R&P, working with the Wyoming Workforce Development Council, is developing a Unified State Plan, including an analysis of the economic conditions, economic development strategies, and labor market in which the state's workforce system and programs operate. Using long-term occupational projections, the report looks at top in-demand occupations for each educational level (high school diploma or equivalent, associate's degree, bachelor's degree, etc.).
2. Customer Consultation: R&P provides labor market information and assists in analyzing program outcomes. The report looks at both existing and emerging in-demand industries, using data from Local Area Unemployment Statistics (LAUS), the Quarterly Census of Employment and Wages (QCEW), the American Community Survey (ACS), and other sources. It takes into consideration data on diverse variables such as poverty levels and veterans' status, and provides insight into issues with state-specific impacts such as the "brain drain," which refers to students leaving the state upon graduation, and recent layoffs in coal mining.
3. Customer Needs Met: The strategic plan fulfills the WIOA grant requirements. The Unified Plan includes a Strategic Planning Elements section that analyzes the state's current economic environment and identifies the state's overall vision for its workforce development system. As the plan notes, "The required elements in this section allow the state to develop data-driven goals to prepare an educated and skilled workforce and to identify successful strategies to align workforce development programs to support economic growth."

4. Collaboration: R&P is one of several partners on the WIOA Planning Group. Partners include DWS administrators, members of the WIOA training program, and members of the WDC.

E. Website Updates:

1. Description: R&P continued to update the LMI website content to meet the needs of the public. Along with adding publications, presentations, webinar content, datasets, and other BLS partner program deliverables, R&P added the following:
 - a) Unemployment Insurance (UI) Claims Data for Wyoming by Occupation – published March 2021.
https://doe.state.wy.us/lmi/UI/UI_Occupations.htm

Customer Consultation: These tables were developed in response to question from DWS leadership as to which occupations suffered the most job losses during the COVID-19 pandemic. R&P determined it could best answer that question but examining which occupations (based on self-reporting from UI claims) had the greatest number of UI claims.
2. Customer Consultation: These tables were developed in response to question from DWS leadership as to which occupations suffered the most job losses during the COVID-19 pandemic. R&P determined it could best answer that question but examining which occupations (based on self-reporting from UI claims) had the greatest number of UI claims.
3. Customer Needs Met: The tables allow educators, policymakers, training providers, and other stakeholders the ability to the types of occupations most affected by COVID-19 job losses, and possibly determine training needs for those individuals to re-enter the workforce. In addition, these tables reported on which occupations had the longest duration of weeks claimed, which helped determine which claimants from occupations were having the most difficulty returning to work. An article on these tables was published in the March 2021 issue of Wyoming Labor Force Trends.
4. Collaboration: R&P leverage BLS Occupational Employment and Wage Statistics program to create tables.

F. COVID-19 Related Activities

1. Weekly Claims Publications
 - a) Description: R&P began publishing weekly Unemployment Insurance (UI) Claims data in March 2020. The data includes county of residence, industry, and other selected demographics.
http://doe.state.wy.us/lmi/UI/weekly_UI_TOC.htm
 - b) Customer Consultation: UI information is collected within the agency.

- c) Customer Needs Met: R&P began published the weekly claims as a response to state workforce centers, DWS staff, local municipalities, media, and nonprofit organization requests for weekly claims data. UI claims have reached unprecedented levels due to COVID-19. The increase in unemployment due to the pandemic spurred R&P to provide more timely information than monthly figures.
- d) Collaboration: R&P collects UI information within the agency.

G. Industrial Siting Research

- 1. Description: R&P is tasked with reviewing industrial siting applications for the Industrial Siting Division of the Department of Environmental Quality (DEQ). Projects with a budget of slightly over \$200 million require approval.
- 2. Customer Consultation: R&P's objective is to review the socioeconomic sections of these applications and address any concerns or mistakes when workforce data were utilized.
- 3. Customer Needs Met: R&P verified information from the following projects:
 - a) 07/15/2020 Ciner Unit 8 Capacity Expansion Project - Sweetwater County, Wyoming
 - b) 08/25/2020 Gateway South Transmission Project – Albany, Carbon, and Sweetwater counties, Wyoming
 - c) 05/28/2021 Rail Tie Wind Project – Albany County, Wyoming
- 4. Collaboration: This is an ongoing partnership with DEQ. The DEQ MOU bills out at \$50.00/hour up to \$10,000 per each document review.

H. Statewide Longitudinal Education Data Systems (SLEDS)

- 1. Description: The goal of SLEDS is to create a system combining education and employment records. R&P and the Wyoming Department of Workforce Services (DWS) has five staff members sitting on various committees of the SLEDS initiative.
- 2. Customer Consultation: The Director of DWS attends the Executive Governance, Manager of R&P is on the Data Governance Board, and others attend the Privacy, Data Stewards, Security, and Policy Sub-Committees. The staff sitting on these committees provide information as requested.
- 3. Customer Needs Met: R&P provides expert information, analysis, and answers to LMI inquiries.
- 4. Collaboration: Other agencies involved in the initiative are as follows:
 - a) Wyoming Community Colleges Commission
 - b) University of Wyoming
 - c) Wyoming Department of Education
 - d) Wyoming Department of Workforce Services
 - e) Wyoming Enterprise Technology Services

f) Wyoming Attorney General's Office

I. Recalibration of Wyoming Education Resource Block Grant

1. Description: The Wyoming Legislative Services Office (LSO) has requested assistance in studying school district employment turnover. The LSO would also like to investigate attrition of teachers to other states, namely Utah. R&P assisted in preparing presenting reports that included the average wages for teachers, turnover rates of teachers, the relationship between turnover rates and wages, the relationship of student outcomes and teacher wages, similar statistics for education staff not included teachers, occupations in the education industry and wages in of the same occupations in other industries, and comparison of wages in the education industry to other states in the region.
 - a) https://wyoleg.gov/docs/SchoolFinance/Combined2020RecalibrationReports_Final.pdf#page=606
 - b) https://wyoleg.gov/docs/SchoolFinance/Combined2020RecalibrationReports_Final.pdf#page=642
2. Customer Consultation: The LSO has requested a recreation of a study done by R&P “Monitoring School District Human Resource Cost Pressures” in fall of 2012.
3. Customer Needs Met: The initial request was in April of 2020 and work continues into PY 2020 for this report. LSO will be able to use the information to make decisions about education funding in the state.
 - a) The information was used by the Select Committee on School Finance Recalibration in the formulation and discussion of HB 0061 in the October 28-30, 2021 Wyoming Legislative Select Committee on School Finance Recalibration meeting.
4. Collaboration: R&P will work with LSO to support the data request and prepare the report. R&P is leveraging WIG funds for this report at \$50.00 per hour.