

**Wyoming's Workforce Information Grant  
Annual Performance Report  
Program Year 2009**

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**Prepared by**

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## *Accomplishments*

### **1. Continue to populate the Workforce Information Database (WIDb) with state and local data:**

The WIDb v2.4 database and core tables are up to date. Wyoming Department of Employment, Research & Planning (R&P) added state specific Schools, Program, and Completion Files provided by the National Crosswalk Service Center which are based on data from the Integrated Postsecondary Education Data System (IPEDS) to the WIDb.

R&P currently has two versions of the WIDb running on our SQL Server. The first is the WIDb in its entirety to include CIPSEA confidential data and the most current version of the Employer Database table (EMPDB). The second version adheres to CIPSEA rules of confidentiality and the EMPDB table is present but with not populated with data. This second version is provided to the Wyoming Department of Workforce Services (DWS) for inclusion in their current GeoSol based labor exchange system; Wyoming at Work.

The primary staff member responsible for the maintenance of the WIDb serves as a representative for the Analyst Resource Center Consortium, as a member the Education and Communication Subcommittee. In this capacity staff travel to the meetings of the ARC consortium semi-annually. In May, staff served as a trainer at the ARC Applied Database Management and Information Delivery System training meeting in Boise, ID.

Actual aggregate expenditures: \$32,961

### **2. Produce and disseminate industry and occupational employment projections:**

R&P has produced, published to our website, and populated the WIDb with our statewide short-term (2009-2011) and statewide long-term (2008-2018) industry and occupational projections. The projections data are posted at <http://doe.state.wy.us/lmi/projections.htm> .

The primary analyst for industry and occupational projections has attended training during the program year for Long Term Industry Projections in Golden, Colorado provided by the State Projections Workgroup. The analyst also attended Bureau of Labor Statistics (BLS) training on Standard Occupational Classification coding during this program year.

There was no significant variance from the anticipated schedule.

Actual aggregate expenditure: \$37,682

### **3. Publish an annual economic analysis report:**

R&P, in cooperation with the SWA and SWIB, completed and published the 2010 annual report distributed in June 2009 at the annual Governor's Summit. An electronic version of this hard copy report can be found at <http://doe.state.wy.us/lmi/report2010/report2010.pdf>.

There was significant input from our SWA and SWIB in PY 2009 during the creation of this report. Early drafts were discarded and new structures were created and suggested to the SWA and SWIB. The end product was one that met the expectations of the SWA, the SWIB, and R&P.

This project took longer than expected and there was a slight variance from the anticipated schedule.

Actual aggregate expenditures: \$43,585

#### **4. Post products, information, and reports on the Internet:**

All products that R&P produces under this grant are posted on the internet on R&P's main website (<http://doe.state.wy.us/lmi/>). Posted products under this grant include:

Research & Planning Publications, Websites, & Presentations, July 2009 to June 2010

##### *Wyoming Labor Force Trends – Issue and Title*

- July 2009 (Quarterly)
  - Payroll Growth in Wyoming Slows from 2007Q4 to 2008Q4
  - Employment, Payroll Snap 21-Year Growth Streak
  - Quarterly summary data are presented on Quarterly Census of Employment and Wages (QCEW), Turnover, Wage Records counts and comparisons.
- August 2009
  - Can Wyoming Employment Be Modeled Accurately?
  - Alternative Measures of Labor Underutilization
- September 2009
  - Research & Planning Downloads Top Quarter Million in 2008
- October 2009 (Quarterly)
  - Covered Employment and Wages for First Quarter 2009
  - Jobs and Payroll Decrease from Year-Ago Levels
  - Quarterly summary data are presented on Quarterly Census of Employment and Wages (QCEW), Turnover, Wage Records counts and comparisons.
- November 2009
  - Indicators of Wyoming's Economic Health: Part I
- December 2009
  - Year-end Review of Wyoming's Labor Market
  - Comparing Results of Succession Planning Surveys
- January 2010 (Quarterly)
  - Covered Employment and Wages for Second Quarter 2009: Job Losses Accelerate
  - Wyoming Employment Decreases by 18,200 Jobs in November
  - Quarterly summary data are presented on Quarterly Census of Employment and Wages (QCEW), Turnover, Wage Records counts and comparisons.

- February 2010
  - o Wyoming Unemployment Insurance Benefit Payments Reach Record High in 2009
  - o Wyoming Unemployment Rate Increases to 7.5% in December
- March 2010
  - o Job Attainment and Wages of Wyoming Vocational Rehabilitation Participants
  - o Ask an Economist: What Are Smoothed Seasonally Adjusted Estimates?
- April 2010 (Quarterly)
  - o Covered Employment and Wages for Third Quarter 2009: Mining Payroll Declines by \$120.9 Million
    - o Wyoming Unemployment Rate Decreases in February
    - o Quarterly summary data are presented on Quarterly Census of Employment and Wages (QCEW), Turnover, Wage Records counts and comparisons.
- May 2010
  - o Long-Term Industry Projections for Wyoming, 2008-2018: Slow Growth Projected for Most Industries
    - o Wyoming Unemployment Falls in March 2010
- June 2010
  - o Inside the OES: Occupations and Wages in Wyoming
  - o Wyoming Unemployment Rate Decreases Again in April 2010

#### Newsletters and News Releases

- Quarterly newsletter presented to Workforce Development Council
- Monthly news releases
- Quarterly news releases
- CFOI annual news release (August 2009)
- SOII news release (October 2009)

#### Other publications

- Short-Term Statewide Employment Projections 2010-2011 (January 2010)
    - o This publication provides a short-term forecast for wage and salary jobs in Wyoming for 2010-2011. It was made available on the Research & Planning website.
  - Wyoming Wage Survey 2010 (March 2010)
    - o This publication makes available to the public the results from the Occupational Employment Statistics (OES) Wage Survey. It was made available online and 120 copies of a summary article that appeared in the June issue of Wyoming Labor Force Trends were mailed to select customers.
  - Wyoming Workforce Annual Report (May 2010)
    - o This publication looks at Wyoming's economy and labor force in 2009; 500 hard copies were printed and distributed to customers, and the publication is also available on the Research & Planning website.
- Public Health Nursing: Succession Planning and Satisfaction Measures in Public Health (August 2009)
- o This publication provides information on the results of a survey of public health nurses in Wyoming and is a continuation of previous R&P research regarding succession planning in nursing.

A list of all Research & Planning publications for 2009, including Trends articles, is available online at <http://doe.state.wy.us/LMI/1209/a3.htm>. A similar publication will be released for 2010 in the December 2010 issue of Trends.

#### Websites

Wyoming Inter-county Commuting Flows and Average Wages, 2006Q1 to 2008Q4

Post-Injury Wage Loss: A Quasi-Experimental Design (2009)

Wyoming Earnings by Age, Gender & Industry (2009)

Public Health Nursing: Succession Planning and Satisfaction Measures (Publication &

#### Website)

Employment Change and Impacts on Workplace Fatalities in Wyoming

Occupational Employment and Wages (state, county, MSAs, and regions)

Long-Term Statewide Employment Projections by Industry (2008-2018)

Long-Term Statewide Occupational Projections 2008-2018

Short-Term Statewide Occupational Projections 2009-2011

#### Presentations

Wyoming Workforce Annual Report: 2010 (Presentation to the 2010 Governor's Summit on Workforce Solutions, Casper, WY, on June 17, 2010.)

Administrative Records and Survey Research: A Two-Pronged Approach

(Presentation to Presented at The Greening of LMI Forum, Denver, Colo., on May 6, 2010)

Wyoming's Economy: Past and Present (Presentation to the Wyoming Auctioneers' Association, 15th Annual Convention, January 22, 2010)

Wyoming Worker Commuting Patterns (Presentation to the Wyoming Workforce Development Council's quarterly meeting on Nov. 20, 2009)

There was no significant variance from the anticipated schedule.

Actual aggregate expenditure: \$83,916

### **5. Partner and consult on a continuing basis with workforce investment boards and key talent development partners and stakeholders:**

A representative of R&P attends all of the SWIB meetings to stay abreast of current SWIB activities and needs and R&P staff attends the meetings of the SWIB subcommittee specifically assigned to address the Workforce Information grant (Communications subcommittee). R&P continues to strengthen its relationship with the SWIB (Wyoming Workforce Development Council) and our SWA (Department of Workforce Services) and anticipate several collaborative projects in PY 2010.

R&P collaborated with DWS on methodological and data standards for collection and analysis of data related to their State Energy Sector Partnership (SESP) and Wyoming Industry Partnership (IP) grants. Efforts for the SESP grants focused on suggesting the minimum data requirements necessary for the federal reporting and performance evaluation portions of the Federal Register Notice (Vol. 74, page 30114) on "Solicitation for Grant

Applications for State Energy Sector Partnership (SESP) and Training Grants.”

Collaborative efforts in support of IP grants have included formal presentations and panel participation demonstrating the resources available from R&P with IP grantees. We have also contracted with two of the individual grantees, initiated by DWS, to conduct baseline studies against which future analyses can demonstrate the impact of the proposed partnerships.

R&P in collaboration with DWS recently acquired a complete download of our labor exchange database, Wyoming at Work. Efforts started in PY 2009 will continue into PY 2010 for the analysis of this large administrative database. Questions posed by the SWIB and DWS include which employers are utilizing the labor exchange system, which are not, and why. Avenues related to training, job acquisition, retention, and wage progression will be addressed in the coming year.

Staff of R&P continues to participate (for over a decade) as advisory members for the Wyoming Center for Nursing and Health Care Partnerships (WCNHCP). The mission statement of WCNHCP is “Strengthen the nursing workforce through on-going collaboration, communication, and consensus building to meet the health needs of the people of Wyoming.” The nurses of Wyoming have been active Labor Market Information users for over a decade and have successfully leveraged additional resources for in depth labor force analysis on several occasions.

The Wyoming Department of Employment (DOE) hosts four to six employer seminars per year in various locations around the state. These seminars provide information about labor standards, workers’ compensation and unemployment insurance reporting and appeals, risk management, and other topics. R&P in the past has taught classes on labor market information, but recently switched to presenting LMI products at a booth, rather than a class setting. The change allows R&P to disseminate more information to more customers, reaching nearly all participants rather than only those who opted to attend the LMI class in lieu of another topic.

R&P conducted foundation research for the College of Health Sciences at the University of Wyoming in support of a National Institute of Occupational Safety Hazards grant “Wyoming Energy and Extractive Industries Health Care Research and Education Project.” The primary focus of the grant activity is to conduct secondary analysis of the Workers’ Compensation database to identify the specific occupational injury types and exposure risks associated with mining and energy occupations by detailed nature, geographic location (i.e. county), and frequency of serious workplace. Other variables may be included in the analysis as proxies for severity, including: days away from work, restriction, transfers, disability status, wage loss, or unemployment/underemployment. The grant has funds allocated to R&P for future work in this area.

Wyoming’s R&P along with five other states (MT principle, SD, NE, IA, and UT) applied for and received funding for an LMI Improvement Grant as announced in the Federal Register (Vol. 74, page 30128) “American Recovery and Reinvestment Act of 2009; Notice of Availability of Funds and Solicitation for Grant Applications for State Labor Market Information Improvement Grants.” Many of the studies proposed in the consortiums technical

proposal have a strong foundation in research conducted with WIG funds.

R&P and LMI shops in NE and SD (principal) have submitted a technical proposal to develop the Workforce Data Quality Initiatives in our respective states. The funding solicitation for Grant Applications was announced in the Federal Register (Vol. 75, page 27548) in May of 2010. If funded the monies will be used to build and foster relationships with numerous State, Local, and Federal entities, as well as, local education and training providers. R&P has obtained letters of commitment for this project from DWS, the Wyoming Department of Education, the Wyoming Community College Commission, College of Health Sciences at the University of Wyoming, and Natrona County School District.

There was no significant variance from the anticipated schedule.

Actual aggregate expenditure: \$38,529

#### **6. Conduct special studies and economic analysis:**

In PY 2009 R&P conducted several special studies and economic analyses. Some were directly funded by the Workforce Information Grant while others were based on the core deliverables. Most of the studies listed below were funded by the requesting customers, Workforce Information funds were leveraged for the exploration, initial phases of the research, and contract negotiations. Brief summaries of the studies are provided below.

**Wyoming Lodging and Restaurant Association** – used administrative data sources to show employment, wages, turnover, employee experience, and destination industries of exiting employees in accommodation and food services industries. Benefits survey data were also used to relate benefits offered to accommodation and food services industries employees.

**Fremont County Board of Cooperative Education Services – Health Industry Partnerships** – used administrative data sources to illustrate employment, wages, turnover, employee experience, and destination industries of exiting certified nursing assistants (CNAs). Projections data were used to show demand for CNAs and 34 other allied health professions.

**Wyoming Senior Services Board** – Used Occupational Employment Statistics data to construct a data collection instrument for the WSSB. The WSSB collected data in Standard Occupational Classification for all employees of the programs supported by the board across Wyoming. Data were given to R&P for analysis in determining the dollars needed to bring program staff to the mean annual wage from the OES wage survey. The work was conducted to meet a request for clear objective data from a Wyoming Legislator.

**Wyoming Department of Transportation** - R&P used Geographic Information Systems (GIS) software to place businesses within WYDOT's pre-defined Traffic Analysis Zones (TAZ). WYDOT used this information to supplement door-to-door survey information in their traffic planning process.

There was no significant variance from the anticipated schedule.

Actual aggregate expenditure: \$42,596

## ***B. Customer Consultations.***

As stated in the accomplishments section relative to deliverable 5 “Partner and consult on a continuing basis with workforce investment boards and key talent development partners and stakeholders:” R&P has consulted in depth with all agencies listed in the section. These include Wyoming’s State Workforce Investment Board, DWS and DWS Grantees, the University of Wyoming, WCNHCP, many employers via the DOE employer seminars, and the LMI shops in MT, SD, NE, IA, and UT. As outlined in deliverable 6, R&P has worked with the Wyoming Department of Transportation, Wyoming Senior Services Board, Fremont County BOCES, and the Wyoming Lodging and Restaurant Association.

Research & Planning staff tracks customer contacts monthly to include press contacts, other requests, presentations given, training provided to customers, publication distributed, and internet site activity using webtrends®. Our webtrends software tracks visitor sessions, pages downloaded, press releases accessed, and size of audience utilizing data. Data collected in this manner was the primary source of an article titled “Research & Planning Downloads Top Quarter Million in 2008” in Wyoming’s Labor Force Trends in September of 2009. The article summarizes the distribution of information from R&P by publications downloaded, county fact sheets downloaded, and media interactions.

R&P’s primary mechanism for initial customer requests for special studies is our numerous hard copy and electronic publications available on our website. This is often the first place a potential customer comes in contact with the services of R&P. A secondary source is word of mouth from previous clients, as well as referrals from other state agencies. Each of the special studies previously discussed had its foundation in one of these two activities. R&P staff visits with potential clients to get a feel for the questions asked and our ability to apply R&P resources to these questions. The range of these consultations range from quite involved for example, several face to face meetings to simple whereby the customer is requesting data similar to a product previously created.

During PY 2009 R&P began to track the process involved during our customer consultations and special research requests by creating case studies. These case studies are not about the research and results but rather they are an attempt to capture the process involved from first exposure and consultation to the point at which the customer becomes an experienced data user. Two of the case studies were published in Labor Market Information Matters, produced by the Workforce Information Council in May of 2010. The first outlines R&P’s work with Central Wyoming College. The second examines the process involved in our work with the Wyoming Senior Services Board. R&P will continue to create the case studies to gain a better understanding of how customers interact with R&P.

R&P staff meets monthly with staff of Wyoming’s Economic Analysis Division in an economic round table forum. During these meetings R&P presents and discusses CES employment estimates, LAUS unemployment data, and Unemployment Insurance Claims



data. Economic Analysis presents the Consensus Revenue Estimating (CREG) Report. The meeting allows staff of R&P and EAD to discuss events that are currently occurring in our economy and how one thing is likely to impact another. DWS staff is invited and often attend the teleconference with the staff of EAD in Cheyenne.

Lastly, R&P takes an active role in participating with and assisting other state agencies, Workforce Development Boards, Education and training providers. R&P participates in the quarterly meeting of our State Workforce Investment Board suggesting data collection methods, research method design, and addressing SWIB related requests for presentations and analyses. R&P also consults with our State Workforce Agency on grant applications, and program evaluation methods.

### ***C. Recommendations for Improvements or Changes to the Deliverables.***

Currently R&P conducts a benefits survey to collect data on the availability of health insurance, paid time off, retirement plans, and other employer based benefits. R&P collects, analyzes, and publishes the data annually (we are in the process of moving to quarterly reporting). The benefits survey data which informs employers, job seekers, and other interested parties is currently funded by state resources collected by the Unemployment Insurance Tax Division. A wealth of information could be gained by moving the collection data to the next level by providing comparable data across states. In addition the UI Tax funds could be recouped and used for local studies that are not within the realm of the WIG.

Recently two memorandums were released by the Executive Office of the President relevant to program evaluation and cost effectiveness. Both were written by Peter R. Orzag and the subject lines are “Increased Emphasis on Program Evaluations” (October 7, 2009) and “Evaluating Programs for Efficacy and Cost-Efficiency” (July 29, 2010). The memos outline expectations for the use of objective well designed measures of performance reporting. In addition, the Workforce Investment ACT (WIA) requires proper evaluation by ETA and the states and prescribes a coordinating role for the Secretary. Pursuant to OMB directive ETA should be funding and encouraging LMI shops with the capability to engage in program evaluation. R&P has a decade of experience in conducting control group based quasi-experimental designed performance evaluations. R&P believes that these studies go beyond description to the realm of explanation. If R&P receives funding of the WDQI grant submitted along with South Dakota and Nebraska we will be in a key position to evaluate education and training programs in our state. Perhaps an additional deliverable of demonstrated performance/program evaluation should be added to the deliverables as it is imperative that researches that are familiar with the data (local LMI shops) are involved in the methodological development in light of the two memorandums.