

Wyoming's PY 2010 Workforce Information Grant Performance Report

Introduction

During PY 2010 Research and Planning (R&P) was part of a major merger combining the Departments of Employment and Workforce Services (DWS). While the merger did not substantially impact R&P's Workforce Information Grant (WIG) timelines and deliverables, there were several changes to whom R&P reports and how R&P conducts business. Rather than reporting to the Unemployment Insurance Tax Division Administrator R&P now reports directly to the Executive Director. Additionally, all contracting functions (to obtain data, contract for special studies, and support services for R&P) which were handled locally, here in Casper, are now processed through the fiscal department in Cheyenne 180 miles away.

As with many states labor market information offices, R&P received funding from an American Recovery and Reinvestment Act (ARRA) Grant to research the impact of the greening of the economy. While the funding was substantial, the time frame allowed to complete the research was relatively short at 18 months. R&P also received a smaller Health Resources and Services Administration (HRSA) grant to study the health care workforce in Wyoming. Many of the products and deliverables for the two grants are based on the same data sets and the products were similar to those required by the WIG. Consequently, funds from the ARRA and HRSA grants were used to conduct some of the ground work normally conducted under the WIG. Therefore, R&P is rolling a portion of the PY 2010 WIG into PY 2011 (\$85,055 of the \$280,600).

While one of the designated uses of WIG funding is to leverage additional funds to develop research capacity and create economic research tools and publications, the acquisition of funding creates significant problems related to human resources. By far, the largest expense of conducting research is staff time. Increased funding requires increased staff time but it is not feasible to add staff for short-term projects and often it is not allowed by the state. This issue may be felt more by smaller states that do not have a

large number of qualified employees waiting in queue for an opportunity to conduct research for a short term contract. Even so, R&P added four temporary employees to assist with the ARRA grants but the contracting process was time consuming.

With this said, R&P has completed the requirements of the PY 2010 WIG on time and within the specified framework. The WIG, combined with additional funding received in PY 2010, has allowed R&P to expand its research capacity by; adding a new hires survey to our regular data collection, refining our approach to industry and occupational projections, exploring economic impact analysis with the IMPLAN software, purchase and applying textual content analysis software to open ended survey questions, and acquire additional administrative database resources. The combination of our organizational restructure, and funding sources with diverse research objectives has allowed us to partner with several state, local, and private entities that R&P has not worked with in the past and increase the awareness of Labor Market Information (LMI) products.

A. Accomplishments

1) Populate the Workforce Information Database (WIDb) with state and local data.

Outcomes of this objective:

All of the core tables as specified on the Analyst Resource Center (ARC) Website are updated and current. Additionally, the combined industry & occupational projections were added including statewide short-term (2010-2012) and sub-state long-term (2008-2018). Lastly, all data related to licensed occupations in Wyoming were revisited, revised, and added to when appropriate. The licensed occupation files have been submitted to the National Crosswalk Center as required.

R&P received funding in PY 2010 from the ARC consortium for an analyst to attend, participate, and report back to R&P on all activities related to the ARC consortium during PY 2010.

Extent to which the activities conform to schedule:

The WIDb portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$33,400

2) Produce and disseminate industry and occupational employment projections.

Outcomes of this objective:

R&P produced both statewide short-term (2010-2012) and sub-state long-term (2008-2018) industry and occupational projections. The projections are included in the WIDb and have been submitted to ETA as required.

This year Wyoming developed its own methodology for the creation of projections that utilized by industry (three-digit NAICS level) and sub-state region employment for the base period from 2000 to 2010 from the Quarterly Census of Employment and Wages (QCEW). The three-digit industries by sub-state regions data were projected to 2020 using a blended linear trend where 80% of the projection was based on the previous decade and 20% was based on the last three years. The model allowed Wyoming's rapid growth from 2000 to 2008 to be tempered by recent economic developments. The revised projections method also allows for the rapid creation of any combination of three-digit NAICS sub-state region data, which was beneficial to our ARRA and HRSA grant work.

Data were created, based on longitudinal work histories from Wage Records combined with demographics from Drivers License and other administrative databases, on permanent exits by age at the three-digit NAICS and sub-state region. The data were broken into two groups of potential permanent exits. The first were permanent exits that would likely leave during the next decade due to retirements and included individuals from age 55 to 64. The second was an estimated permanent exit rate based on data from 2000 to 2010 for individuals under the age of 55.

Lastly, Occupational projections were created by combining the most recent Occupational Employment Statistics (OES) survey results with the aforementioned industry projections and permanent exit data at the three-digit NAICS / sub-state region level. The OES staffing pattern was used to distribute the industry and exit data to the occupational level. Data were aggregated to the WIG required specifications and suppressions were dictated by the QCEW and OES suppressions at the specific aggregate level.

R&P opted to develop our own methodology, rather than using the software from the Projections Managing Partnership group, for a couple of reasons. First, the single most important component at the state level, replacement need, as derived from national analysis is of dubious and undocumented applicability to the states. Second by creating, and having readily available, projections at the three digit NAICS and sub-state region level of detail, R&P is able to combine data at any industry and region combination. Lastly, the production process is efficient, systematic, replicable, and reliable provided that a state has the necessary longitudinal economic and demographic records.

This more efficient mechanism allows resources to be shifted to economic analyses (deliverable 3). Wyoming's projections methodology is currently being compiled into a white paper and will be posted to our website.

Extent to which the activities conform to schedule:

The industry and occupation projections portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$26,235, additional funds were used from ARRA and HRSA grants.

3) Conduct and publish relevant economic analyses, special workforce information, and/or economic studies determined to be of benefit to the governor and state WIB.

Outcomes of this objective:

As with previous years R&P staff generated data, analyses, and text for an Annual Economic Report. A draft was provided to the DWS marketing team who completed the report making it un-publishable as an R&P product. Therefore, the report is excluded from this section.

The major themes related to the labor force in Wyoming during PY 2010 revolved around ARRA funding, Energy Efficiency, Health Care Reform, Occupational Fatalities, Re-Employment, and the efficacy of the Labor Exchange System. The following list briefly outlines economic analyses conducted and published by R&P in PY 2010 is by no means exhaustive (see deliverable 4 Publications for complete list with weblinks). It does demonstrate that R&P is adaptive and responsive to current issues of interest and our research agenda follows suit.

Labor Exchange Studies (WIG Funded)

R&P conducted two studies related to the efficacy of Wyoming's Labor Exchange system. The first of these was created as a direct response to the Wyoming Workforce Development Council's (WWDC) Strategic Plan, at the request of the WIB, and assesses the market penetration rate of the Wyoming at Work (W@W) Labor Exchange System. Data from the report demonstrated that "In 2009, 13.9% of employers with New Hires acquired at least one New Hire from an association with the Wyoming at Work system. Of all the New Hires in 2009, 6.1% had viewed a job order posted to Wyoming at Work by the employer that would hire them." Data were created at the major industry and employer size class level. A white paper of the report which is still pending publication will be included in PDF format.

The second study assessed the employment and wage outcome of individuals utilizing the W@W system relative to a matched quasi-experimental control group. The report found that when outcomes were assessed for wage progression that W@W users were paid more initially and enjoyed greater wage progression for the first three quarters. An analysis of retention revealed that the W@W users were less likely to be retained when

compared to their control group matches. The report also includes an analysis related to the greenness of the industry relative to wage progression and retention. The report is currently in development awaiting additional quarters of data to be collected for the final analysis.

In light of the findings related to W@W utilization R&P conducted an in-depth literature review related to how individuals find jobs in response to conversations with the WWDC. "Current Employer Job-Candidate Search Practices: A Review of the Literature" (Trends, 02/2011) looks at how employers search for potential employees and how employees search for employment opportunities.

Weblinks:

"Wyoming at Work Analysis." pending publication available in draft pdf format

"Post-hoc Control Group Analysis of Wyoming at Work Internet Browsers." pending publication available in draft pdf format

Current Employer Job-Candidate Search Practices: A Review of the Literature"
<http://doe.state.wy.us/lmi/0211/0211.pdf>

New Hires Studies (ARRA Funded)

R&P has published several articles during PY 2010 related to New Hires in Wyoming. The WIG was pivotal in leveraging ARRA funding for a Labor Market Information Improvement Grant in collaboration with Montana, South Dakota, Nebraska, Utah, and Iowa. Data were collected (from 2009q4 to 2010q3) on 12,651 newly hired employees (never worked for the employer before) that were likely to be retained including; the characteristics of jobs for which workers were hired, compensation, skills and education requirements, jobs involvement in energy efficiency, and overall satisfaction with the employee.

The survey results were linked to other administrative databases to add data on employer (industry, ownership, size class, and etc.) and employee characteristics (gender, age, residence, employment history, and etc.) Survey results were statistically inferred to the

total number of New Hires likely to be retained (112,065), analyses conducted, and results published; “New Hires Survey Results Parallel Occupational Projections” (Trends 09/2010), “New Hires in Wyoming: An In-Depth Analysis” (Trends 02/2011), “Survey Captures Data on Wyoming New Hires” (Trends 02/2011), “Information from the New Hires Survey” (Trends 02/2011), “Wyoming New Hires: Examining the Wage Gap” (Trends 03/2011), “Training for What? Part 2: New Hires and Occupational Projections in Wyoming’s Manufacturing Industry” (Trends 06/2011).

Weblinks:

“New Hires Survey Results Parallel Occupational Projections”
<http://doe.state.wy.us/lmi/0910/0910.pdf>

“New Hires in Wyoming: An In-Depth Analysis”
<http://doe.state.wy.us/lmi/0211/0211.pdf>

“Survey Captures Data on Wyoming New Hires”
<http://doe.state.wy.us/lmi/0211/0211.pdf>

“Information from the New Hires Survey”
<http://doe.state.wy.us/lmi/0211/0211.pdf>

“Wyoming New Hires: Examining the Wage Gap”
<http://doe.state.wy.us/lmi/0311/0311.pdf>

“Training for What? Part 2: New Hires and Occupational Projections in Wyoming’s Manufacturing Industry”
<http://doe.state.wy.us/lmi/0611/0611.pdf>

IMPLAN Modeling Studies (ARRA Funded)

R&P published two reports using IMPLAN modeling software during PY 2010. The first “Estimating the Impact of Unemployment Insurance Benefit Payments on Wyoming’s Economy” (Trends 08/2010) was a demonstration project to our consortium states on the use of IMPLAN software and was used to familiarize users from several states with differing backgrounds to collaboratively use the software. This study was subsequently used in a report to a legislative committee. The second IMPLAN study “Wyoming IMPLAN Analysis of ARRA Spending” (Trends 10/2010) examined how federal spending in the form of ARRA grants impacted Wyoming’s economy.

Weblinks:

“Estimating the Impact of Unemployment Insurance Benefit Payments on Wyoming’s Economy”

<http://doe.state.wy.us/lmi/0810/0810.pdf>

“Wyoming IMPLAN Analysis of ARRA Spending”

<http://doe.state.wy.us/lmi/1010/1010.pdf>

Unemployment Insurance and Re-employment Studies (Mixed Funding)

Recent economic events have led to numerous questions relating to Unemployment Insurance claimants. “Commuting and Unemployment Insurance Claims: Evidence from Natrona County” (Trends 07/2010) examines Unemployment Insurance (UI) claimants who are residents of Natrona County with the goal of illustrating workforce mobility and the multiple-county impacts of worker dislocations. “Tracking Worker’s Re-Employment After Job Loss” (Trends 11/2010) looks at the impact of long term employment loss and likelihood of re-employment.

Healthcare Reform (HRSA Funded)

Historically, R&P has worked closely with the Registered Nurses in Wyoming and the Wyoming State Board of Nursing (WSBN) which request analysis regularly. In PY 2010, R&P received a portion of HRSA grant funds to expand our analysis to the health care arena in general. Many of the activities surrounding health care reform such as Electronic Medical Records, Health Insurance Exchanges, and mandated coverage for all citizens are driving the creation of jobs in occupations that previous projection methods fail to predict. “Electronic Medical Records Employment Impact” (Trends 12/2010) looks at a sector of employment that is expected to grow substantially over the next decade. “Benefits Time Series: Can We Determine If Employers Are Dropping Health Coverage?” (Trends 12/2010) reviews our current Benefits Survey collection methodology to determine if the data collected are sensitive enough to capture changes in employer subsidized health care. We have acquired data sharing Memorandums of Understanding (MOU) from most of the states health care licensing boards and are close to completion of a final report on the health care workforce.

Weblinks:

“Electronic Medical Records Employment Impact”

<http://doe.state.wy.us/lmi/1210/1210.pdf>

“Benefits Time Series: Can We Determine If Employers Are Dropping Health Coverage?”

<http://doe.state.wy.us/lmi/1210/1210.pdf>

Occupational Safety and Health (State Funded)

In 2007 Wyoming had the highest occupational fatality rate in the nation. Occupational Safety became one of the Governor's top issues and R&P began to look at the issue in more detail. “Wyoming Occupational Fatalities Drop to Record Low in 2009” (Trends 08/2010), “Employment Change and Impacts on Workplace Fatalities in Wyoming” (Trends 08/2010), “The Survey of Occupational Injuries and Illnesses for 2008” (Trends 09/2010), and “Workplace Safety: Analysis Using Workers Compensation Data in Wyoming” (Trends 11/2010) all examine the incidence of occupational injuries, illness, and death in Wyoming. Lastly, steps were taken to create standardized quarterly Workers' Compensation data; the method is discussed in “Calculation of Workers' Compensation Claims: A Methodological Note” (Trends 01/2011) and the resultant data table is found in “Workers' Compensation Claims” (Trends 04/2011)

Weblinks:

“Wyoming Occupational Fatalities Drop to Record Low in 2009”

<http://doe.state.wy.us/lmi/0810/0810.pdf>

“Employment Change and Impacts on Workplace Fatalities in Wyoming”

<http://doe.state.wy.us/lmi/0810/0810.pdf>

“The Survey of Occupational Injuries and Illnesses for 2008”

<http://doe.state.wy.us/lmi/0910/0910.pdf>

“Workplace Safety: Analysis Using Workers Compensation Data in Wyoming”

<http://doe.state.wy.us/lmi/1110/1110.pdf>

“Calculation of Workers' Compensation Claims: A Methodological Note”

<http://doe.state.wy.us/lmi/0111/0111.pdf>

“Workers' Compensation Claims” (Trends 04/2011)

<http://doe.state.wy.us/lmi/0411/0411.pdf>

Please refer to the section 4 of the core deliverables below for a complete list of R&P's publications during PY 2010.

Extent to which the activities conform to schedule:

The Conduct and publish relevant economic analyses portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$50,500, additional funds were used from ARRA and HRSA grants.

4) Post products, information, and reports on the Internet.

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

Research & Planning Publications, Websites, and Presentations, PY 2010

Wyoming Labor Force Trends – Issue and Title

July 2010 (Quarterly) <http://doe.state.wy.us/lmi/0710/0710.pdf>

- Covered Employment and Wages for Fourth Quarter 2009: Total Payroll Declines in 16 Wyoming Counties
- Quality Improvement in the Quarterly Census of Employment and Wages (QCEW) Program and its Implications for Comparability Over Time
- Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2001Q2 to 2010Q1
- Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, First Quarter 2010
- Quarterly Turnover Statistics by Industry, Third Quarter 2009
- Quarterly Turnover Statistics by Industry, Fourth Quarter 2009
- Building Permits for Wyoming and Metropolitan Statistical Areas
- Commuting and Unemployment Insurance Claims: Evidence from Natrona County
- Occupation Spotlight: Cashiers
- Wyoming Job Losses Slow in May 2010

August 2010 <http://doe.state.wy.us/lmi/0810/0810.pdf>

- Estimating the Impact of Unemployment Insurance Benefit Payments on Wyoming's Economy
- Effects of Changes in Household Income on Household Spending
- Wyoming Occupational Fatalities Drop to Record Low in 2009
- Employment Change and Impacts on Workplace Fatalities in Wyoming
- Occupation Spotlight: Derrick Operators
- Natural Resources & Mining Adds 900 jobs in June 2010

September 2010 <http://doe.state.wy.us/lmi/0910/0910.pdf>

- The Survey of Occupational Injuries and Illnesses for 2008
- Wyoming Earnings by Age, Gender, Industry, and County for Persons Who Worked at Any Time During the Year
- New Hires Survey Results Parallel Occupational Projections
- O*NET Offers Career, Human Resources Tools
- Occupation Spotlight: Registered Nurses
- Wyoming Unemployment Rate Decreases to 6.7% in July 2010

October 2010 (Quarterly) <http://doe.state.wy.us/lmi/1010/1010.pdf>

- Covered Employment and Wages for First Quarter 2010: Net Job Losses Slow
- Quality Improvement in the Quarterly Census of Employment and Wages (QCEW) Program and its Implications for Comparability Over Time
- Wyoming IMPLAN Analysis of ARRA Spending
- Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2001Q2 to 2010Q2
- Persons Working in Jobs Covered by Unemployment Insurance, Second Quarter 2010
- Quarterly Turnover Statistics by Industry, First Quarter 2010
- Occupation Spotlight: Waiters and Waitresses
- Wyoming Unemployment Rate Rises Slightly in August 2010

November 2010 <http://doe.state.wy.us/lmi/1110/1110.pdf>

- Tracking Workers' Re-Employment After Job Loss
- Unemployment Rates and Over-the-Year Change for Wyoming and Surrounding States
- Workplace Safety: Analysis Using Workers' Compensation Data in Wyoming
- Recent Developments in Wyoming New Business Formation
- Modest Job Growth Continues in September 2010

December 2010 <http://doe.state.wy.us/lmi/1210/1210.pdf>

- Electronic Medical Records Employment Impacts
- Benefits Time Series: Can We Determine If Employers Are Dropping Health Coverage?
- Driven by Demographics: Examining Employee Exits in State Government
- 2010 Publications from Research & Planning
- Occupation Spotlight: Elementary School Teachers
- Wyoming Adds 3,000 Jobs in October 2010

January 2011 (Quarterly) <http://doe.state.wy.us/lmi/0111/0111.pdf>

- Detailed Covered Employment and Wages for Second Quarter 2010: Growth in Total Payroll Resumes
- Quality Improvement in the Quarterly Census of Employment and Wages (QCEW) Program and its Implications for Comparability Over Time
- Alternative Measures of Labor Underutilization Revisited
- Examining Benefits in Wyoming
- Quarterly Benefits Analysis
- Calculation of Workers' Compensation Claims: A Methodological Note
- Worker's Compensation Historical Tables
- Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2001Q3 to 2010Q3
- Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, Third Quarter 2010
- Quarterly Turnover Statistics by Industry, Second Quarter 2010
- Occupation Spotlight: Tellers
- Wyoming Unemployment Rate Falls to 6.6% in November 2010

February 2011 <http://doe.state.wy.us/lmi/0211/0211.pdf>

- New Hires in Wyoming: An In-Depth Analysis
- Survey Captures Data on Wyoming New Hires
- Information from the New Hires Survey
- Current Employer Job-Candidate Search Practices: A Review of the Literature
- Results of the Baseline Survey
- Occupation Spotlight: Automotive Service Technicians & Mechanics
- Wyoming Unemployment Rate Falls to 6.4% in December 2010

March 2011 <http://doe.state.wy.us/lmi/0311/0311.pdf>

- Wyoming New Hires: Examining the Wage Gap
- Wyoming Mass Layoff Events Decline Slightly in 2010
- Occupation Spotlight: Electricians
- Modest Job Growth Continues in January 2011

April 2011 (Quarterly) <http://doe.state.wy.us/lmi/0411/0411.pdf>

- Detailed Covered Employment and Wages for Third Quarter 2010: Mining Leads Payroll Growth
- Quality Improvement in the Quarterly Census of Employment and Wages (QCEW) Program and its Implications for Comparability Over Time
- Federal Expenditures in Wyoming: Still an Important Part of the State's Economy
- Workers' Compensation Claims
- Total Wages, Average Monthly Employment, and Average Monthly Wage Changes for Wyoming by Year/Quarter: 2001Q4 to 2010Q4
- Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, Fourth Quarter 2010
- Quarterly Turnover Statistics by Industry, Third Quarter 2010
- R&P to Discontinue Publication of Employment by Industry Data
- Wyoming Unemployment Rate Falls to 6.2% in February 2011

May 2011 <http://doe.state.wy.us/lmi/0511/0511.pdf>

- Occupational Projections: Most Jobs Require On-the-Job Training
- What is the Difference Between an Industry and an Occupation?
- Industry Projections: Growth Expected in Most Sectors
- How are Projections Used?
- Departure of Workers Creates Significant Job Openings
- R&P Discontinues Publication of Employment by Industry Data
- Wyoming Unemployment Rate Unchanged at 6.2% in March 2011

June 2011 <http://doe.state.wy.us/lmi/0611/0611.pdf>

- *Training for What? Part 1: Manufacturing Sector in Wyoming Small but Growing*
- *Training for What? Part 2: New Hires and Occupational Projections in Wyoming's Manufacturing Industry*
- ARRA Dynamics in the Labor Market
- Mean Center of Population for the United States: 1790 to 2010
- Occupation Spotlight: Preschool Teachers, Except Special Education
- Wyoming Unemployment Rate Falls to 6.0% in April 2011

Newsletters and News Releases <http://doe.state.wy.us/lmi/releases.htm>

Quarterly newsletter presented to Workforce Development Council
Monthly news release
Quarterly news releases
CFOI annual news release (August 2010)
SOII news release (October 2010)

Other Publications (*All publications were made available on the Research & Planning website*)

Wyoming Career Explorer 2011 (March 2011)

<http://doe.state.wy.us/lmi/explore/2011/2011.pdf>

This publication provides information for students on careers in Wyoming, including information on how new and emerging technologies may shape those career paths.

Wyoming Benefits Survey 2010 (March 2011)

http://doe.state.wy.us/lmi/benefits2010/benefits_2010.pdf

This publication provides information on what types of benefits Wyoming employers are offering to full-time and part-time workers.

A Change in Course: Jobs in the Regulatory Environment (March 2011)

http://doe.state.wy.us/lmi/energy/regulatory_jobs_2011.pdf

This publication examines how new and emerging technologies may affect regulatory jobs in Wyoming.

Occasional Paper No. 5: ARRA Labor Market Dynamics (May 2011)

<http://doe.state.wy.us/lmi/occasional/occ5.pdf>

This comprehensive publication looks at how the American Recovery and Reinvestment Act of 2009 affects Wyoming's labor market.

Websites

Wyoming Earnings by Age, Gender, & Industry (2010)

http://doe.state.wy.us/lmi/earnings_tables/2011/index.htm

Energy Efficiency <http://doe.state.wy.us/lmi/energy.htm>

Results from the New Hires Survey

The Northern Plains and Rocky Mountains Consortium: Researching the Green Economy Final Summary Report, April 19, 2011

Occasional Paper No. 5: ARRA Labor Market Dynamics

A Change in Course: Jobs and the Regulatory Environment

Cognitive Interviews for the Wyoming Department of Employment:

Testing a Job Skills Questionnaire

New Hires Survey: Employer Cover Letter and Questionnaire

Methodology

Text Mining: A Survey Application (Draft)

What is a 'green job'?

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

<http://doe.state.wy.us/lmi/oes.htm>

Projections <http://doe.state.wy.us/lmi/projections.htm>

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

Long-Term Statewide Occupational Projections 2008-2018

Short-Term Statewide Occupational Projections 2009-2011

Short-Term Occupational Employment Projections in Wyoming by Industry, 2010-2012

Wyoming Industry Turnover by Year and Quarter, 1992Q1 to 2010Q4

<http://doe.state.wy.us/lmi/turnover.htm>

Workers' Compensation Articles and Historical Data

<http://doe.state.wy.us/lmi/safety.htm>

Presentations <http://doe.state.wy.us/lmi/presentations.htm>

Wyoming's Recession and Beyond (Presented by Michael Moore and Phil Ellsworth at the Wyoming Workforce Expos in Casper and Douglas, Nov. 10, 2010 Rawlins and Laramie, Nov. 12, 2010)

The Current Labor Market Profile (Presented by Tom Gallagher at the Wyoming Business Report's Central Wyoming Economic Forecast Luncheon on November 30, 2010, in Casper.)

Selected Components of the Health Care Delivery System (Presented by Tom Gallagher at the Wyoming Health Care Workforce Summit in Cheyenne on January 19, 2011.)

A Change in Course: The Regulatory Component (Presented by Tom Gallagher at the Researching the Green Economy Conference in Des Moines, Iowa, on April 19, 2011.)

A Change in Course: New Hires (Presented by Tom Gallagher at the Researching the Green Economy Conference in Des Moines, Iowa, on April 19, 2011.)

How Do We Establish Need? (Presented by Tom Gallagher and Tony Glover at the Healthcare Workforce Summit in Cheyenne, WY, on June 14, 2011.)

Wyoming's Labor Market: A Brief Overview (Presented by Doug Leonard at the White House Business Council Roundtable, Casper, WY, June 24, 2011.)

Extent to which the activities conform to schedule:

The post products, information, and reports on the Internet portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$58,695, additional funds were used from ARRA and HRSA grants.

5) Partner and consult on a continuing basis with workforce investment boards and other key workforce development partners and stakeholders.

R&P staff attends all Wyoming Workforce Development Council meetings in an advisory role. R&P has presented at two of the last four council meetings and continues to produce and distribute a quarterly news letter at council meetings.

R&P played a significant role in Wyoming's HRSA Planning Grant that was obtained by DWS. Our activity included participation in health care workforce planning efforts with participants from post secondary education, both public and private sector healthcare administrators, state governmental agencies, numerous Wyoming Licensing Boards, and our WIB which was required to add four health care sector council members for Wyoming to receive the grant. R&P prepared and presented presentations for the 2011 Healthcare Workforce Summit and other meetings. Lastly, R&P is providing input on the grants final report and collaborating with state licensing boards to acquire their administrative databases for future research.

R&P staff are participating members of and regularly attend meetings of the State Longitudinal Data Systems (SLDS) Task Force convened by the Governor to prepare Wyoming for the implementation of an SLDS. In addition R&P is working closely with the Wyoming Department of Education to assess the impact of a state scholarship program (Hathaway) administered by education on future retention and wage progression of students receiving funding. The outcomes reporting requirement is a component of the original funding by our state Legislature.

R&P continues to work with Workers' Compensation and the State's Occupational Safety Epidemiologist to support efforts to understand factors that influence occupational injuries and deaths. We also provided content to the University of Wyoming, College of Health Sciences to support acquisition of National Institute of Occupational Safety and Health (NIOSH) grant application to better understand injuries and the urgent care training needed to rapidly respond to injuries in the field.

DWS funded several Industry Partnership grants which included a research component to establish baseline data and a plan to assess the future impact of the grantees. R&P conducted special research for the Manufacturing-Works Partnerships, Fremont County Board of Cooperative Education Services (BOCES) Health Partnership, and the Wyoming Lodging and Restaurant Association Partnerships.

R&P continued to collaborate with LMI shops in Montana, Utah, Nebraska, South Dakota, and Iowa for the completion of our ARRA grant on the greening of the workforce.

The legislature passed an initiative that allows manufacturers in Wyoming to purchase equipment tax free. It is believed that by providing this incentive the manufacturing industry will expand and the gender wage gap will close. R&P was contacted by the Wyoming Department of Revenue to consult on ways that the impact of the tax incentive could be assessed.

Extent to which the activities conform to schedule:

The partner and consult portion of the WIG conforms to specified guidelines and was completed on schedule.

Actual aggregate expenditures and variance:

Actual Expenditures - \$26,715, additional funds were used from ARRA and HRSA grants.

B. Customer Consultations

Methods used for consulting....

R&P's approach to customer consultations generally follows the path outlined below.

Initially, customer consultations begin when a potential client becomes aware of a specific product, service, or analysis produced by R&P via our publications, presentations, or word of mouth. The customer then approaches R&P with a generalized request and R&P responds by setting up a meeting (generally face to face when feasible) to clarify the customer's objective, suggest realistic solutions, and familiarize the customer with past work of a similar nature. This phase often involves educating potential customers as to data availability, confidentiality, social science research methods, and our contracting process. It also creates a necessity for R&P to gain cursory

knowledge of the customer's program, mission, data collections, and language. Once the customer and R&P are on a level playing field the customer's objectives and expectations are re-discussed.

The second stage typically begins with R&P staff outlining the project's parameters, analysis, timeline, products, and analysts' resources necessary for the project's completion. The results are compiled into an estimate listing the project cost (for analyst time, meetings, publications, data extraction, etc) and timelines. At this point R&P already has a feel for whether the project can be completed under an existing grant or if the project will need to be paid for by the requesting customer. There are two potential outcomes; 1) funded by an existing grant no data exchanged then no contract is required, 2) funded by existing grant where data exchange is required or the customer is required to fund the research then a contract is required. When required the contract specifically lists; the responsible parties, data security, transmission, and maintenance, products to be produced, timelines to be met, and the not-to-exceed cost of the project.

During the third stage R&P prepares the data for analysis, conducts the research, collects results, and produces the final reports. During this process there is frequently a need to consult with the customer. While R&P staff immerses themselves in the subject matter related to the project, the knowledge gained is not the same as the knowledge and experience the customer has about their own program. For instance, R&P typically tries to collect the programs' archived historic data along with the current data. Situations often arise where the historic trends are disrupted and the analyst is unsure of how to explain the disruption but customer consultation reveals policy changes that dictated how and when data were collected.

The last stage is to provide the report to the customer, consult with the customer on the results, discuss any issues that arose, and discuss the future collaborations. Often as a result of the process customers think of other questions they would like addressed, some that their current databases do not support. As part of the project wrap up R&P provides consultation to customers on improvements or additional studies that could be done with

an expanded or altered database. The end result is that the customer uses the data to support their efforts, which creates the need for additional or continuing analysis, which leads back to the first stage of the customer consultation.

The approach outlined in the last few paragraphs is just one of the many ways that R&P assesses the needs of our customers. Others include documenting questions and contacts with customers via a phone call and email, as well as, tracking hard copy and internet publication distribution. We report usage and request data to the Workforce Information Council for publication in the "Level of Demand for State Labor Market Information Products and Services" reports. Lastly, we listen as participant observers at the many councils, boards, and consortiums we attend.

Customer Consultations were conducted with the following entities during PY 2010;

- Board of Chiropractic Examiners
- Board of Dental Examiners
- Board of Examiners in Optometry
- Board of Hearing Aid Specialists
- Board of Medicine
- Board of Occupational Therapy
- Board of Registration in Podiatry
- Board of Speech Pathology & Audiology
- City of Casper Metropolitan Planning Office
- Congressional Delegations
- Fremont County Board of Cooperative Education Services
- Governor's Staff
- Office of Emergency Medical Services
- Professional Teaching Standards Board
- State Board of Psychology
- The Media
- University of Wyoming College of Business and Economics
- University of Wyoming College of Health Sciences
- University of Wyoming Manufacturing Works
- Wyoming Board of Physical Therapy
- Wyoming Board of Radiologic Technologist Examiners
- Wyoming Department of Education
- Wyoming Department of Environmental Quality
- Wyoming Department of Health
- Wyoming Department of Revenue
- Wyoming Department of Workforce Services
- Wyoming Lodging and Restaurant Association

- Wyoming Medical Center
- Wyoming Mental Health Professions Licensing Board
- Wyoming Office of Rural Health
- Wyoming Senior Services Board
- Wyoming State Board of Embalming
- Wyoming State Board of Nursing
- Wyoming State Board of Pharmacy
- Wyoming Vital Statistics Services
- Wyoming Workers Compensation and Safety
- Wyoming Workforce Development Council

Activities to add customer value...

All agreements (MOU) in which R&P participates have language related to R&P's right to publish the research conducted. R&P gives the contracting entity first review and a mechanism for timely comment prior to publication. This allows R&P to showcase research that would not typically be conducted and is often times on the forefront of applying existing and new methods to diverse problems.

Additionally, R&P keeps apprised of our customer's interests through tracking of meetings, publication distribution, data requests, presentations requests, and our website usage. To this end, we are currently conducting an in-depth analysis of our website usage logs and finding major differences between our Web Trends reports and reality. Besides working with the customers outlined above R&P participates on work groups, committees, councils and consortiums, as outlined in the next section. This allows R&P staff to keep apprised of current issues that Labor Market Information could address and gives a venue to suggest their application.

C. Partnerships and Collaborations

Communicate about new and established partnerships....

R&P's partnerships and collaborations were covered in greater detail in Section A. Accomplishments, Item 5) Partner and consult on a continuing basis... The entities and participating members are listed below.

Wyoming Workforce Development Council

- Community College Commission

- Community-based Organizations
- Labor
- Local Education
- Private Sector Employers
- University of Wyoming
- Western Wyoming Community College
- Wyoming Business Council
- Wyoming Department of Education
- Wyoming Department of Family Services
- Wyoming Department of Workforce Services
- Wyoming Governor
- Wyoming House of Representatives
- Wyoming State Senate
- Youth
- Wyoming's Research & Planning

Northern Plains and Rocky Mountain Consortium

- Colorado LMI
- Iowa LMI
- Montana Department of Labor and Industry
- Nebraska LMI
- South Dakota LMI
- Utah LMI
- Wyoming Research & Planning

State Longitudinal Data Set Task Force (SLDS)

- Central Wyoming Community College
- K-12 Representation
- University of Wyoming
- Wyoming Department of Education
- Wyoming's Research & Planning
- Community College Commission

Health Care Workforce Planning Task Force

- Department of Workforce Services
- University of Wyoming College of Health Sciences
- Wyoming Office of Rural Health
- Board for Respiratory Care
- Board of Chiropractic Examiners
- Board of Dental Examiners

- Board of Examiners in Optometry
- Board of Hearing Aid Specialists
- Board of Medicine
- Board of Occupational Therapy
- Board of Registration in Podiatry
- Board of Speech Pathology & Audiology
- Office of Emergency Medical Services
- Professional Teaching Standards Board
- State Board of Psychology
- Wyoming Board of Physical Therapy
- Wyoming Board of Radiologic Technologist Examiners
- Wyoming Mental Health Professions Licensing Board
- Wyoming State Board of Embalming
- Wyoming State Board of Nursing
- Wyoming State Board of Pharmacy
- Wyoming's Research & Planning

Educational Initiative for Employer Information Outreach Seminar Group

- Department of Workforce Services
- Labor Standards
- Mine Inspectors Office
- Research & Planning
- Unemployment Insurance Benefits
- Unemployment Tax Employer Services
- Workers' Compensation and Safety
- Workers' Safety Risk Management

Analyst Resource Center Consortium

- Employment and Training Administration
- National Crosswalk Service Center
- Workforce Agencies in 17 states: Connecticut, Florida, Georgia, Illinois, Iowa, Maine, Massachusetts, Minnesota, Montana, Nebraska, Nevada, North Carolina, Oregon, South Carolina, Texas, Wisconsin, and Wyoming.

D. Recommendations for Improvements or Changes to Deliverables

Recommendations based on accomplishments....

The New Hires Survey has proven a useful tool to answer a myriad of questions and we feel it a very practical tool to answer questions about Labor Market issues. Along these lines the data we are collecting on new hires will be used in PY 2011 to enhance our

occupational projections. Rather than distributing the number of jobs to occupations based on staffing pattern ratios we are beginning to understand the entry points into industry and the entry level occupations hired. Our suggestion is that a portion of the WIG funding be allocated to the creation and maintenance of state designed research programs.

We suggest eliminating short-term industry and occupational projections. Recent economic events demonstrated that they are often not as precise as data projected over the longer time period. As stated in the projections literature, projections are not well suited to predicting short-term business cycles and should be used over the long-term time period.

Recommendations based on consultations...

R&P has two functions that are difficult to coordinate. On one hand we are a statistical entity tasked with the production of scientific publications that include; literature reviews, methodological notes, statistical analysis, conclusions, and detailed citations.

Unfortunately one of the most frequent comments we get is that our published material is too technical and therefore it does not appeal to our readers. This is in direct conflict with our role as purveyors of LMI. R&P has addressed this issue by producing detailed technical reports which are posted to our website and then publishing less intense articles in our Labor Force Trends and Quarterly News Letter. We suggest that a portion of the WIG be used to better understand how our constituents come in contact with, comprehend, use, and apply LMI.