

## **Wyoming's PY 2013 Workforce Information Grant Performance Report**

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### **Introduction**

Research & Planning (R&P) was part of a merger between Wyoming's Department of Workforce Services and Department of Employment, finalized in PY 2011. During the merger, R&P became part of the Office of the Director and now reports directly to the Agency Director. In PY 2013, R&P successfully leveraged its position within the Office of the Director to gain agency support for a U.S. Department of Labor Workforce Data Quality Initiative (WDQI) Grant application. R&P was awarded a three-year, \$722,000 WDQI grant. The WDQI award, along with new Memorandums of Understanding with the University of Wyoming, the Wyoming Community College Commission, and 11 data sharing agreements with Labor Market Information shops in other states, position R&P to produce products to track Wyoming's college graduates, WIA participants, State incumbent workers, and other employment and training participants into the workforce.

Research & Planning continues to receive significant funding from the Wyoming Legislature's General Government Appropriations Bill. R&P's PY 2012 report, *Monitoring School District Human Resource Cost Pressures*, led to approved funding for PY 2013 and a new report on the same topic. In addition to developing and producing the *Monitoring* reports, R&P will also be conducting an evaluation of our state's Hathaway Scholarship program. The combination of

R&P's recent grant awards, continued requests from the Wyoming Legislature, position in the Office of the Director, and data sharing agreements with other state LMI shops has allowed us to increase the awareness of LMI products in PY 2013 partner with state, local, and private entities to continue developing important LMI products. One such partnership discussed in detail later in this report is our work with the Wyoming Workforce Development Council (WWDC) – Wyoming's Workforce Investment Board. R&P attends all WWDC meetings, produces a quarterly newsletter for the Council, and presents regularly at Council meetings. This level of involvement allows R&P to produce timely, impactful, LMI and facilitates informed decision making by the WWDC.

With the exception of this report, R&P has completed the requirements of the PY 2013 WIG on time and within the specified framework. The combination of our organizational restructure and funding sources with diverse research objectives has allowed us to increase the awareness of Labor Market Information Products, as evidenced in the remainder of this report.

Finally, R&P's spending pattern in PY 2013 is not vastly different than PY 2012. This year, R&P spent \$272,202 of the \$281,744 available in PY 2013. The restructuring of deliverables, in particular the change from "Post Products, Information, and Reports on the Internet," to "Conduct and Publish Other Economic and Labor Market Reports and Products" makes the PY 2012 and 2013 budgets somewhat incomparable. Actual expenditures for each deliverable are detailed in the remainder of this report. Accomplishments and deliverables outlined in this report are consistent with and drawn from the 2014 "Monitoring Report" issued by the Dallas Regional Office of the U.S. Department of Labor Employment and Training Administration.

## **A. Accomplishments**

### **I) POPULATE THE WORKFORCE INFORMATION DATABASE.**

#### **Outcomes of this objective:**

R&P populates version 2.5 of the WID. Currently, R&P has all WID 2.5 core Tables populated and updated. This includes the (ETA-funded) Analyst Resource Center's Employer Database and the required Licensed Occupations table. In addition, R&P finished repopulating the 2.5 database on our back-up server as the primary data server died in August 2013. R&P also populates the following supplemental and non-standard tables, which are optional: Commuting Patterns, Census Labor, and O\*NET. Finally, R&P staff also serve on the Analyst Resource Center consortium, which actively support, maintain, and develop the WID.

#### **Extent to which the activities conform to schedule:**

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

#### **Actual Aggregate Expenditures and variance:**

Actual Expenditures - \$ 23,497.

### **II) PRODUCE AND DISSEMINATE INDUSTRY AND OCCUPATIONAL EMPLOYMENT PROJECTIONS.**

**Outcomes of this objective:**

Research & Planning completed all statewide long-term (2012-2022) and short-term (2013/2015) industry and occupational projections before the June 30, 2014 deadline. R&P has posted the data on-line and will include the new data in various publications, which will also be posted on-line. Sub-state long term (2012/2022) industry and occupational projections are due on June 30, 2015 under the PY 2014 grant, where ETA does not require the development of sub-state short-term projections. The ETA-funded Short-term Industry Projections (STIP) tool from the Projections Managing Partnership (PMP) does not load the (BLS) QCEW text files properly. The Excel loading option works. The ETA-funded on-line training videos from the PMP are fine for traditional training, but a hardcopy training manual needs to be developed, as the videos are not conducive to answering analysts' questions in an efficient manner. The rest of the PMP tools are good, as are the webinars, list-serve, and the recent Summit held in Pittsburgh, Pennsylvania.

**Extent to which the activities conform to schedule:**

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

**Actual Aggregate Expenditures and variance:**

Actual Expenditures - \$22,352. We continue to use state funds to capture a sample survey of new hires in Wyoming. This program was developed using ARRA funds and the results are used to complement the projections methodology.

### **III) CONDUCT AND PUBLISH A STATEWIDE ECONOMIC ANALYSIS REPORT.**

#### **Outcomes of this objective:**

<http://doe.state.wy.us/lmi/annual-report/2014-Annual-Report.pdf>: The Wyoming Department of Workforce Services placed R&P back in charge of this report during PY 13, after different entities being in charge for several years. This change, which the ETA National and Regional Offices have long recommended, has yielded an immediate and noticeable improvement to this ETA-required LMI deliverable. The analyses and workforce-based conclusions are driven by properly referenced data and the report looks at the Wyoming workforce and economy in 15 different ways:

- Succession Planning in Wyoming and Opportunities for Wyoming's Youth
- Wyoming Job Growth Lags Behind Surrounding States
- Industry Sector Job Growth Forecasts
- Top Five Occupational Job Growth Projections by Education Requirement
- Wyoming 2013 Industry Employment Shows Slow Growth
- Wyoming 2013 Unemployment Rates Show Improvement
- Occupational Fatalities in Wyoming for 2013
- Vocational Rehabilitation and What Industries Employ Recent Program Participants
- Wyoming New Hires by Education Level

- Wyoming Jobs With Access to Benefits
- Wyoming 2013 Unemployment Insurance Benefits and Post-Recession Recovery
- Nonresident Employment
- Workers' Compensation Claims Trends
- 2009-2013 Unemployment Insurance Benefits Recipient Demographics
- 2013 Wyoming Quick Facts

R&P's development and production of the economic analysis report ensures that the analyses and workforce-based conclusions are data-driven, the data are properly referenced, and the report analyzes the Wyoming economy and workforce in an in-depth manner. R&P has delivered a report that aligns with ETA expectations for scope and quality.

**Extent to which the activities conform to schedule:**

The Statewide Economic Report portion of the WIG conforms to specified guidelines and was completed on schedule.

**Actual aggregate expenditures and variance:**

Actual expenses - \$54,541.

**IV) CONDUCT AND PUBLISH OTHER ECONOMIC AND LABOR MARKET  
REPORTS AND PRODUCTS:**

One of R&P's greatest strengths is in the economic research/applied LMI arena. R&P produced a number of high-quality economic reports and special studies in PY 13. All are accessible from the main LMI website (<http://doe.state.wy.us/lmi/>) and include four major economic reports, 20 special studies released through our monthly *Labor Force Trends* publication, plus three special reports taken from our major studies as special features in *Labor Force Trends*. Here are the synopses of the four major studies:

*Nurses Returning to School – Motivation and Job Satisfaction as Buffer between Perceived Employer Discouragement and Time Constraints*

([http://doe.state.wy.us/lmi/nursing/2014/Nurses\\_Returning\\_to\\_School.pdf](http://doe.state.wy.us/lmi/nursing/2014/Nurses_Returning_to_School.pdf)):

R&P prepared this report for the Wyoming State Board of Nursing and the University of Wyoming School of Nursing. This study examines nurse motivation and job satisfaction as mediators between potential inhibitors and intent to return to school. The results suggest the motivation and job satisfaction are significant regarding intent to return to school but can be limited by perceived discouragement of one's employer. The report also suggests a shift in workplace dynamics may be warranted in order to meet the increasing demands of a better-educated nursing workforce.

In addition to the nursing report, R&P partnered with the Wyoming Center for Nursing & Health Care Partnerships (WCNHCP) and the Wyoming Survey & Analytics Center at the University of Wyoming to develop a survey to assess the “educational backgrounds, pathways, and goals of RN's in Wyoming, and to document their current positions and workplaces” (WCNHCP, 2014). The data collected in this survey will be used by WCNHCP as baseline data for tracking changes

in nursing degree programs in Wyoming and the potential impact on the quality of Wyoming's nursing workforce.

*Teacher Salaries in Wyoming – Competitive Enough to Retain the Best?*

<http://doe.state.wy.us/lmi/occasional/occ7.pdf>):

This report sets out to answer questions raised by the Wyoming State Legislature. R&P is in the process of developing strategies to understand the labor market more broadly, and the concepts in this report can be applied to a number of other occupations – such as nurses or those working in public administration. This report examines five different cost pressures on teacher salaries in Wyoming: retiring teachers, teacher salaries in Wyoming and surrounding states, increased student enrollment, teacher turnover, and demand for teachers in other states. The report also includes five recommendations for the State Legislature.

*Current Status of Cost Pressures on Teacher Salaries in Wyoming*

[http://doe.state.wy.us/lmi/education\\_costs/2013/Cost\\_Pressures\\_2013.pdf](http://doe.state.wy.us/lmi/education_costs/2013/Cost_Pressures_2013.pdf)):

This report was done at the request of the interim Wyoming Joint Appropriations and the Joint Education Committees. The report's goal is to examine the Wyoming teacher salaries cost pressures affecting local school districts. Teachers (K-12 and Post-Secondary) were examined in Wyoming and seven surrounding states. Nine indicators were evaluated and 13 conclusions, tied to the nine indicators, are detailed in the report.

*Monitoring School District Human Resource Cost Pressures*

[http://doe.state.wy.us/lmi/education\\_costs/2013/monitoring\\_2013.pdf](http://doe.state.wy.us/lmi/education_costs/2013/monitoring_2013.pdf)):



This report for the interim Wyoming Joint Appropriations and Joint Education Committees is a companion piece to the *Current Status of Cost Pressures on Teacher Salaries in Wyoming* report. The report examines five key Human Resource issues regarding school district costs: regional and national wage trends and commuting, local staff turnover, impending retirement trends, industry educational attainment, aging professionals, and teacher supply. The report presents multiple findings and makes three recommendations to the Interim Committees.

In addition to the reports detailed above, R&P produced 19 special studies and two special reports (taken from our major studies) released through our monthly *Labor Force Trends* publication:

June 2014 (<http://doe.state.wy.us/lmi/trends/0614/0614.pdf>):

- Occupations, Earnings, and Career Opportunities
- Survey of Occupational Injuries and Illnesses for 2012

May 2014 (<http://doe.state.wy.us/lmi/trends/0514/0514/.pdf>):

- Focus on Nurses Returning to School
- Unemployment Insurance Benefit Payments Show Recovery Slowed in 2013

April 2014 (<http://doe.state.wy.us/lmi/trends/0414/0414/pdf>):

- Local Jobs and Payroll in Wyoming: Modest Improvement in Job Growth in Third Quarter 2013
- Gender Wage Gap Stays Near 60% for Third Straight Year in 2013

March 2014 (<http://doe.state.wy.us/lmi/trends/0314/0314/pdf>)

- Are Teacher Salaries in Wyoming Competitive Enough to Retain the Best?

February 2014 (<http://doe.state.wy.us/lmi/trends/0214/0214/pdf>):

- What Do Employers Want? Part 2: Evidence from the New Hires Survey for Health Care

January 2014 (<http://doe.state.wy.us/lmi/trends/0114/0114/pdf>):

- Local Jobs and Payroll in Wyoming: Job Growth Remains Weak in First Quarter 2013

December 2013 (<http://doe.state.wy.us/lmi/trends/1219/1213/pdf>):

- Can High School Students Use Labor Market Information to Make Informed Career Choices?
- Long-Term Occupational Projections by Educational Level and Replacement Need

November 2013 (<http://doe.state.wy.us/lmi/trends/1113/1113/pdf>):

- What Do Wyoming Employers Want? Evidence from the New Hires Survey

October 2013 (<http://doe.state.wy.us/lmi/trends/1013/1013/pdf>):

- Local Jobs and Payroll in Wyoming: Job Growth Remains Weak in First Quarter 2013

September 2013 (<http://doe.state.wy.us/lmi/trends/0913/0913/pdf>):

- Career Paths and Labor Shortages

August 2013 (<http://doe.state.wy.us/lmi/trends/0813/0813/pdf>):

- Health Care and Retail Sales Top Occupational Employment in Wyoming by Industry
- Wyoming Occupational Fatalities
- Wyoming Lags Behind Surrounding States in Job Growth

July 2013 (<http://doe.state.wy.us/lmi/trends/0713/0713/pdf>):

- Local Jobs and Payroll in Wyoming: Mining Sector Contracts in Fourth Quarter 2012
- The Cornerstone: Building an American Public Policy for Educational Attainment and Success in the Labor Market

**Note: Each issue of *Trends* includes the following elements:**

- State Unemployment Rates – Seasonally Adjusted
- State Unemployment Rates – Not Seasonally Adjusted
- Current Employment Statistics (CES) Estimates and Research & Planning's Short-Term Projections
- Wyoming Nonagricultural Wage and Salary Employment
- Economic Indicators
- Wyoming County Unemployment Rates
- Wyoming Normalized Unemployment Insurance Statistics: Initial Claims
- Wyoming Normalized Unemployment Insurance Statistics: Continued Claims

**Publications:**

- [Wyoming Industry and Occupational Projections](#) (Long-Term, 2012-2022, and Short-Term, 2013-2015; Run date June 26, 2014)
- [Wyoming Workforce Annual Report 2014](#) (June 2014)

- [Nurses Returning to School: Motivation and Job Satisfaction as a Buffer between Perceived Employer Discouragement and Time Constraints](#) (June 2014)
- [Occasional Paper No. 7: Teacher Salaries in Wyoming](#) (April 2014)
- [A Guide to Licensed Occupations in Wyoming, Spring 2014](#) (April 2014)
- [Earnings in Wyoming by County, Industry, Age and Gender, 2000-2013](#) (March 2014)
- [Can High School Students Use Labor Market Information to Make Informed Career Choices?](#) (Fall 2013)
- [Current Status of Cost Pressures on Teacher Salaries in Wyoming](#) (October 2013)
- [Monitoring School District Human Resource Cost Pressures Fall 2013](#) (October 2013)
- [Occupational Projections 2012-2022](#) (July 2013)

### **LMI Presentations PY 2013:**

[\*Using Labor Market Information to Inform Worker Training Efforts.\*](#) Presented to the Wyoming Workforce & Safety Summit, June 26, 2014, by Michele Holmes.

[\*Longitudinal Data Systems in Wyoming: The Importance of Context.\*](#) Presented to the Wyoming Workforce Development Council, April 25, 2014, by Tom Gallagher.

[\*Research & Planning: Your Source for Labor Market Information.\*](#) Presented to The Society of Human Resource Managers & the Gillette Workforce Investment Board, March 12, 2014, by Michele Holmes.

[\*Identifying Workforce Needs in Wyoming: A Systematic Approach.\*](#) Presented to the Wyoming Workforce Development Council, February 12, 2014, by Michele Holmes.

[\*An Introduction to Occupational Projections.\*](#) Presented to the Wyoming Workforce Development Council, September 25, 2013, by Tony Glover.

[Research & Planning: Your Source for Wyoming's Labor Market Information](#). Presented to the Wyoming Department of Workforce Services' Employer Information Seminar, August 25, 2013, by Michele Holmes.

[Research & Planning: Your Source for Wyoming's Labor Market Information](#). Presented to the Wyoming Department of Workforce Services' Employer Information Seminar, July 11, 2013, by Michael Moore.

**Extent to which the activities conform to schedule:**

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

**Actual aggregate expenditures and variance:**

Actual expenditures - \$149,508.

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

**Outcomes of this objective:**

During PY 2012, and into PY 2013, R&P staff has attended all Wyoming Workforce Development Council (WWDC) meetings in an advisory role. During PY 2013, R&P began presenting information at every council meeting due to increased requests for LMI from the WWDC's Strategic Planning Committee. R&P advisory role continues to grow, and we are in

the process of compiling a list of high-demand, high-wage occupations in Wyoming, which may help determine how the WWDC allocates Workforce Development Training Fund dollars. R&P also provides labor market information to the WWDC on other areas of interest as requested.

Examples of such requests are presentations to the WWDC on Wyoming's Statewide Longitudinal Data System, and presentations on supply and demand in Wyoming's labor market.

R&P continues its work with the Wyoming Department of Education to assess the impact of the state's Hathaway scholarship program, in particular the future retention of Hathaway scholars in Wyoming and their wage progression after leaving college. The outcomes reporting requirement for the Hathaway analysis is a component of the March 2012 funding by our state Legislature.

**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:**

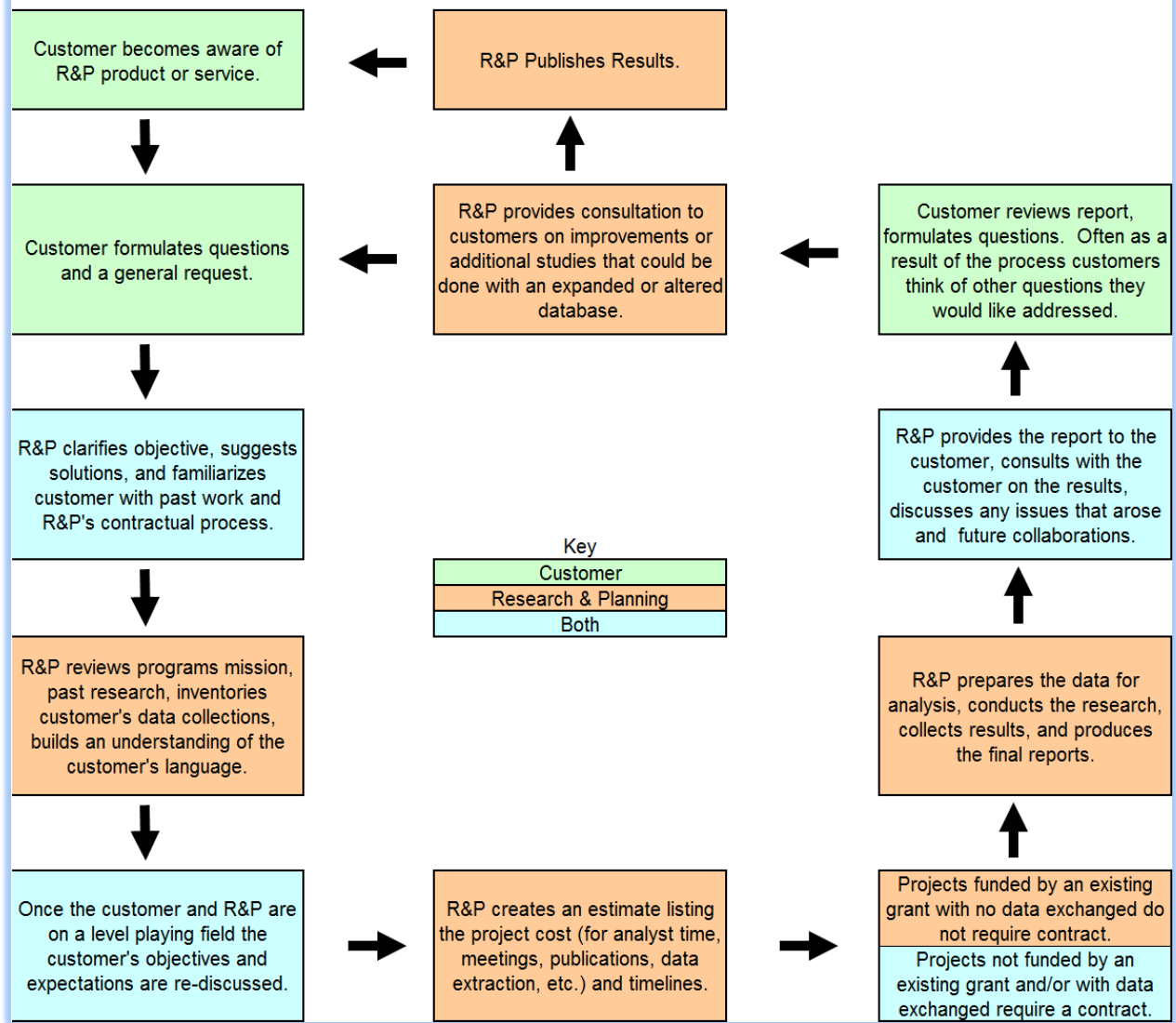
Actual expenditures - \$22,304.

**B. Customer Consultations**

**Methods used for consulting:**

R&P's approach to customer consultations generally follow the path outlined below. This approach has not changed from last year, and was incorporated into a flyer to market R&P's research capabilities to interested parties. As part of the flyer, the figure below was created to demonstrate that customer consultation is a continuous dialogue:

## R&P Customer Consultation Cycle



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 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

the customer on data availability, confidentiality, the social science research methods, and R&P's 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, meeting, publications, data extraction, ect...) 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) the project will be funded by an existing grant, no data will be exchanged, and no contract is required, or, 2) the project will be funded by an existing grant or the customer will fund the project, data exchange is required, and a contract is required. When a contract is required, it will list 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 immerse 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 program's 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 consultations then reveal policy changes that dictated how and when the 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 future collaborations. Often customers will think of other questions they want addressed, such as a question that their current database does 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 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 phone calls and emails, 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 conducting with the following entities during PY 2013 (this list is not exhaustive):

- Board of Medicine
- Office of Homeland Security
- Governor’s Staff

- National Center for Education Statistics
- Workforce Data Quality Campaign
- National Institute of Occupational Safety and Health
- Professional Teaching Standards Board
- The Media
- University of Wyoming (College of Health Sciences, College of Education, Administrators, & WDQI contacts)
- Wyoming Community College Commission
- Wyoming Department of Education
- Wyoming Department of Workforce Services
- Wyoming Legislative Service Office
- Wyoming State Board of Nursing
- Wyoming Vital Statistics Service
- Wyoming Workers Compensation and Safety
- Wyoming Workforce Development Council

In addition, R&P is engaged in a number of activities which add value to our customer contacts.

All agreements (MOU) in which R&P participate have language related to R&P's right to publish the research conducted. R&P give 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.

R&P also keeps apprised of our customer's interests through the tracking of meetings, publication distribution, data requests, presentation requests, and our website usage. To this end we have collected an in-depth analysis of our website usage logs. The R&P website and web-tools had a combined total of 154,728 visits from 42,897 different users, and resulted in a total of 18,066 product downloads. This equates to an average of nearly 425 LMI web-visits and 50 LMI product downloads per day.

Besides working with the customers outlined above, R&P participates in 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**

R&P's partnerships and collaborations are also covered in Section A, Accomplishments, Item V) Partner and Consult on a Regular Basis. Additional partners and participating members are listed below.

#### ***Wyoming Workforce Development Council***

- Community College Commission
- Community-based organizations
- Labor
- Local education
- Private sector employees
- 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
- Research & Planning

***State Longitudinal Data System Task Force (SLDS)***

- Central Wyoming Community College
- K-12 Representation
- University of Wyoming
- Wyoming Department of Education
- Community College Commission
- Wyoming Chief Information Officer
- Research & Planning

***Statewide Employer Information Seminar Group***

- Department of Workforce Services
- Labor Standards
- Mine Inspectors Office
- Unemployment Insurance Benefits
- Unemployment Tax Employer Services
- Worker's Compensation and Safety
- Worker's 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.

**Recommendations for Changes or Improvements to WIG Requirements:**

Customer needs dictate that the LMI systems mature from solely a monitoring function. The objective of LMI is prediction (i.e., validated predictions) based upon standard research methods such as experimental and non-experimental design. This is R&P's primary goal. Wyoming

recommends that ETA establish an ongoing appropriation and budget to fund the Estimates Delivery System (EDS) and the Analyst Resource Center (ARC). These two initiatives are necessary for states to meet the requirements of the Workforce Innovation and Opportunity Act. ETA has already taken steps to emphasize the importance of EDS and ARC, through the PY 2014 WIG.

Wyoming recommends that the National and Regional staff coordinate with state LMI Offices to identify best practices and assist states in meeting the demand for LMI. Cross-fertilization and the benefits of capitalizing on the experiences of other LMI shops is important, and facilitating that kind of small scale investment that could lead to substantial results.

There are also gaps in the current WIG which impact program evaluation (e.g., WIA) not only as a means of determining whether or not training programs produce a return on investment over and above what the market would produce, but whether occupational projections are accurate. At this point, projections are not assessed. Additionally, the WIG does not support the analysis of labor supply across the states. Given the dubious value of short-term projections, resources from this portion of the WIG could be dedicated to the acquisition of student records and program completion information to ascertain the extent to which demand drives supply. WIG funds, and a supporting consortium, should support labor shortage analysis based on OES real wage change by occupation – specifically for high demand occupations. Linking student outcomes and labor shortage analysis to projections would permit an assessment of the degree to which the market is responding to high-demand occupational growth.

Finally, ETA should recognize that the State-Federal BLS infrastructure is in decay. QCEW editing and management software used by the states is archaic and funding for basic maintenance has been in decline for many years. This decline affects the quality and timeliness of local LMI, projections, the OES sample, and the accuracy of the ETA's estimates of FUTA. The OES survey software has been in need of modernization for years. Moreover, the program lacks funds essential to transforming it into a time series which would create substantial impacts on the production of "real time" occupational demand. However the necessary funding for these improvements is not part of the BLS Budget agenda. BLS began withholding part of the FUTA appropriation to the states for the QCEW program in FY 2007 to re-write the QCEW. It aborted the effort in FY 2013. At no point from FY 2007 to 2014 has BLS requested funds to redesign the QCEW system. BLS made one \$5,000,000 request to develop a time series in OES. The decay of infrastructure needs to be reversed. The Secretary should request funds in FY 2016 for the QCEW and OES, to oversee the necessary upgrades, and halt and reverse the decay of these critical programs.