

**COLORADO LABOR MARKET INFORMATION
PROGRESS REPORT FOR JULY 2003 - JUNE 2004
ONE-STOP LMI AND STATE AND LOCAL PLANNING INFORMATION GRANTS**

The new business model proposed by the ETA requires states to work more closely with the Workforce Investment Boards to transform the workforce information system. In line with this requirement Colorado LMI, in collaboration with the Workforce Investment Boards, formed the LMI Advisory Committee to inform the LMI product development and enhancement process.

1. Continue to populate the ALMIS database with State data:

(a) Accomplishments

- i. **Outcomes:** All core tables version 2.2 of the ALMIS database, as defined by the ALMIS Database Consortium, are populated as per plan.

The test version of the new ALMIS Employer Database was received in July 2004, and preparations have begun to load this version into the database and test it in the Colorado Navigator web application.

- ii. **Conformity to planned milestones:** All planned milestones were met.

- iii. **Actual aggregate expenditure:** \$60,000

(b) Customer satisfaction Assessment: N/A

- (c) Recommendations for improvements: ALMIS version 2.3 is being released. The ALMIS DBA in Colorado will work on building and populating this version as soon as database build scripts are available.

2(A). Long-Term Industry & Occupational Projections

(a) Accomplishments

- i. **Outcomes:** Colorado analysts completed the 2002 - 2012 statewide industry and occupational projections using the NAICS industry employment series as per plan.

- ii. **Conformity to planned milestones:** Late release of the LTIP software delayed the projections. Projections were completed by the extended deadline of August 27, 2004.

iii. **Actual aggregate expenditure:** \$165,000

(b) Customer satisfaction Assessment: N/A

(c) Recommendations for improvements: Timely release of the LTIP software and other required inputs is critical to complete projections on time.

2(B). Short-Term Industry & Occupation Forecasts:

(a) Accomplishments

i. **Outcomes:** Colorado analysts completed the 2002 – 2005 statewide short-term occupational projections using NAICS based historical industry employment series as per plan.

ii. **Conformity to planned milestones:** Late release of the STIP software delayed the projections. Projections were completed by the extended deadline of August 27, 2004.

iii. **Actual aggregate expenditure:** \$165,000

(b) Customer satisfaction Assessment: N/A

(c) Recommendations for improvements: Timely release of the STIP software and other required inputs is critical to complete projections on time.

3. Develop Occupational Analysis Products:

(a) Accomplishments

i. **Outcomes:** In June 2004, the Targeted Industries module of the Navigator web application was updated to display growing industries and employers using NAICS codes.

Also in June 2004, the O*NET skills database was more fully integrated into Navigator. Specifically, the O*NET information can now be accessed from the occupational projections module of Navigator. A new “detail button” next to each occupation in the display allows users to find O*NET information for the occupation.

The year 2003 occupational wage information from the OES survey is now available in the Navigator web site. Users can

also jump from the occupational wage module to O*NET skills in Navigator.

Approximately 15 new Job Vacancy Surveys were published to the main Colorado LMI web site in the past year. The specific page to reach the Vacancy Surveys is:

<http://www.coworkforce.com/lmi/WRA/VacSurv.asp>

- ii. **Conformity to planned milestones:** Targeted Industries were updated to NAICS, O*NET data were more fully integrated into Navigator, and projections, wage data and Job Vacancy data updated. All milestones were met.
- iii. **Actual aggregate expenditure:** \$60,000

(b) Customer satisfaction Assessment: N/A

(c) Recommendations for improvements: Occupational wage home page will be updated based on customer feedback for more descriptive titles and navigation issues will be addressed.

4. Provide an Employer name and Address List that can be accessed by the Public:

(a) Accomplishments

- i. **Outcomes:** Colorado updated the employer data in its Navigator database as planned.
- ii. **Conformity to planned milestones:** Electronic access to the ALMIS Employer Database is provided through the Navigator web application. The data was refreshed in October 2003 and May 2004.

Electronic searches of the employer database were significantly enhanced in the past year. Users can now search by employer size class and by employer name, as well as by industry. Users can now also carry out statewide searches.

As of September 2004, the ALMIS Database Administrator in Colorado is preparing to load employer data in the updated Employer Database format and test the new data in the Navigator web application.

- iii. **Actual aggregate expenditure:** \$30,000

- (b) Customer satisfaction Assessment: N/A
- (c) Recommendations for improvements: ALMIS DBA in Colorado will re-write SQL scripts used to load employer data into database, so that users will be able to access data sooner.

5. Provide Information and Support to State and Local Workforce Investment Boards and Produce other State Information Products and Services:

(A). Area Experts

(a) Accomplishments

- i. **Outcomes:** As part of Colorado LMI's effort to increase outreach to key users, particularly Workforce Development Center Directors and staff, analysts gave presentations, answered questions, and provided information at 10 Workforce Board meetings, 32 Workforce Centers, one Community College, 2 job seeker support groups, 2 high schools, and one economic development office over the last one year.
- ii. **Conformity to planned milestones:** All milestones were accomplished.
- iii. **Actual aggregate expenditure:** \$55,000. Funded through sources other than the ETA One Stop Grant.

(b) Customer satisfaction Assessment: Feedback through the Colorado Workforce Development Council, Workforce boards, colleges, and other customer's is frequently sought and has been very positive.

(c) Recommendations for improvements: Area experts' services and presence at the Denver Metro and Pikes Pike regions has been highly praised. Efforts need to be made in other regions of the state to utilize the services of their area experts.

(B). Job Vacancy Survey:

(a) Accomplishments

- i. **Outcomes:** Colorado LMI has progressed in establishing a statewide Job Vacancy Survey process and has completed surveys for the entire state. Job Vacancy studies were completed for the Denver metro area, Pikes Peak, Mesa County, Pueblo, and Larimer/Weld metro areas as well as for Northwest & Rural Resort, Upper Arkansas, Western & Southwest, Eastern,

San Luis Valley and Southeast regions. Published reports were made available on our website (<http://lmi.cdle.state.co.us/wra/home.htm>).

Our survey unit collected data for all Job Vacancies produced in the reference period in-house by phone.

- ii. **Conformity to planned milestones:** All milestones were accomplished.
- iii. **Actual aggregate expenditure:** \$650,000. Funded through sources other than the ETA One Stop Grant.

(b) Customer satisfaction Assessment: Six focus groups comprised of workforce professionals, business representatives, educational guidance counselors, teachers and job seekers were used to assess customer satisfaction. One of the major findings from these focus groups was the preference for on-line documents and less emphasis on large print reports. As a result the Job Vacancy Survey was redesigned to an on-line PDF document, with book marks to render ease of use. The Job Vacancy Survey is easily printed locally in whole or in part. Additionally the Job Vacancy Survey highlights and projections brochures are now available for download on the internet to provide additional customer service.

(c) Recommendations for improvements: The LMI advisory committee recommended that a survey of Job Vacancy Survey users be carried out to assess the possibility of cost sharing with others. The survey will be carried out in December 2004 with a final report completed mid-January 2005.

6. Support State-Based Workforce Information Delivery Systems and Maintain Common Systems/Web-Based System Support:

(a) Accomplishments

- i. **Outcomes:** Significant enhancements to the Colorado Navigator web application were made in the spring and early summer of 2004. Highlights of these enhancements are:
 - More search options for employer lists, and more fields in the detail display of single employers.
 - Better integration of O*NET skills data in the occupational projections module.
 - Use of the NAICS classification system for the Targeted Industries module.

- Display of multiple areas, instead of just one, for the Employment and Wages (QCEW) module.
- Availability of Current Employment Statistics (CES) data in a brand-new module.
- Data downloads are now more user-friendly. Column names that appear in the downloaded files are less technical. Also, “Go to Download” buttons were added to several modules of Navigator.

Besides enhancements to Navigator, nearly all major areas of Colorado LMI main web site at www.coworkforce.com/lmi have been updated in the past year. This includes a new “Hot Jobs” page, a customer survey, many new Job Vacancy Surveys, and significant enhancements to the Current Employments Statistics pages.

ii. **Conformity to planned milestones:** All milestones were accomplished.

iii. **Actual aggregate expenditure:** \$50,000.

(b) Customer satisfaction Assessment: As a result of focus groups, customer-driven improvements in the Colorado Navigator have been implemented including the addition of O*Net based occupational information to Navigator.

(c) Recommendations for improvements: Product feed back and assessment through focus groups will continue in order to continuously improve product delivery to customers.

7(A). Internal and External Training for Analysts:

(a) Accomplishments

i. **Outcomes:** Colorado provided 14 analyst trainings in PY 2003. Training included long-term projections software, short-term projections and other soft skills classes.

ii. **Conformity to planned milestones:** All milestones were accomplished.

iii. **Actual aggregate expenditure:** \$48,967.

(b) Customer satisfaction Assessment: N/A

(c) Recommendations for improvements: More advanced classes in

excel and access will be beneficial to the analysts.

7(B). Workforce Information Training Initiatives:

(a) Accomplishments

i. **Outcomes:** Colorado analysts provided 14 training sessions to Workforce Boards, Colleges and Workforce Center's employees on Long-term Projections, Job Vacancy Survey data, ES-202 data, LAUS data, Occupational wages and the Colorado Navigator.

ii. **Conformity to planned milestones:** All milestones were accomplished.

iii. **Actual aggregate expenditure:** \$70,000.

(b) Customer satisfaction Assessment: Feed back from customers are frequently sought and has been very positive.

(c) Recommendations for improvements: Colorado is working on a comprehensive training plan on LMI and the use of LMI data by different user groups in the state.