

**NEW MEXICO DEPARTMENT OF LABOR
ECONOMIC RESEARCH AND ANALYSIS BUREAU
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MEMORANDUM

DATE: July 10, 2004

TO: David Lipnicky
USDOL ETA Dallas Regional Office

FROM: Gerry Bradley
Manager, Economic Research and Analysis Bureau

SUBJECT: Progress Reports – July 2004

Attached is the progress report for the One Stop LMI Grant to New Mexico.

cc: Dolores Waller, ESD, New Mexico
Alex Georgieff, ESD, New Mexico

PY 2003 Cost-Reimbursable Grant State / Local Planning Information

Progress Report July 2004

New Mexico Department of Labor Economic Research & Analysis Bureau

The following describes work accomplished to date under the PY 2003 ETA State / Local LMI Grant:

Priority Projects

1.) ALMIS Database

- The ALMIS Database has been updated with all applicable data. Continuing to publicize, maintain, and enhance the GeoSolutions ALMIS system, New Mexico LASER and NM Workforce Connection, with additional LMI publications and information. ERA Internet staff recently brought the Geo Solutions LMI presentation product up on the NMDOL web site – it is entitled “NM LASER” [Labor Analysis Statistics and Economic Research].

2.) Long Term Projections

- ERA staff will complete long-term occupational forecasts (Year 2012) for the state and the three MSAs by September 2004. State industry and occupational projections will be submitted by the end of July 2004. National programming problems with the BLS inputs to the Micro Matrix and the national problems with the new Micro Matrix occupational projections software slowed the process of completing the occupational projections to 2012. The complete cycle including paper and Internet publication will be complete by the end of September 2004. Wage data for the state and WIA regions by occupation is published on the EDS Internet system. EDS Internet data is updated twice a year.

3.) Short Term Projections

Prepared short-term occupational forecasts (twice) for the state and the four WIA regions. Disseminated short-term statewide industry forecasts and published forecasts in the NM Labor Market Report and on the NMDOL web site. New Mexico ERA's short term employment projections are published in the University of Arizona's Blue Chip Economic Forecast. Finalizing employment forecasts for 2004-QI to 2005-QIV for publication in NM Labor Market Report. The projections were based on updated nonagricultural industry employment estimates for the statewide New Mexico and its four WIA areas. Occupational projections on a short-term basis are being produced for each of the WIA areas and for the statewide WIA Board. Wage data by occupation is made available on the NMDOL web site by using the EDS software, which is a major improvement in the presentation of wages by occupation. Wages are updated twice a year based on the national Employment Cost Index (ECI).

4.) Occupational Analysis Products

The long term industry and occupational projections are published in four 40-page publications, with narrative accompanying each industry and occupational group. One long-term publication is produced for the state and one for each of the New Mexico MSAs. Industry forecasts made by the New Mexico LMI shop are published in the Western Blue Chip consensus publication produced by Arizona State University. Occupational and industry projections are produced with the help of Global Insight [formerly DRI WEFA] forecasts that the ERA Bureau subscribes to.

- A supply/demand table is produced and published in the monthly newsletter based on computer-generated reports on openings and applicants, reports from each Workforce Development Center and a special employer phone survey in the Albuquerque MSA. Detailed reports on supply and demand for each county are placed on the NMDOL web site.
- Using the recently implemented Geo Solutions VOS database and Crystal Report software, ERA Bureau staff now produce **Job Order lists** by state, region and local office. Evaluation of Job Order data includes ranking, sorting and noting observed changes by geography over time. This is the first of several new products under development using the VOS/Crystal Reports System.
- ERA Internet staff have purchased and implemented the new Geo Solutions LMI presentation system entitled NM Laser. Geographically specific LMI is now available with one or two clicks from the LASER system.
- ERA staff have worked with the state of Pennsylvania Department of Labor research shop to implement the Pennsylvania-developed cluster analysis and presentation system in New Mexico. The foundation for this product has been created and NM ERA expects to bring up a full cluster analysis system in the course of the next year.
- Frequent **economic impact reports** are being produced with Minnesota IMPLAN software. Typical reports analyze call center openings and closures, mine openings and closures and high technology manufacturing movement. The impact reports are produced at the request of NMDOL management and other state government agencies such as the economic development department. Minnesota IMPLAN software was acquired to produce impact reports for unusual events such as plant or employer openings or closures.
- ERA has implemented a project that produces **job turnover (exit, entry and flow data)** information based on the administrative data from the UI Tax System wage records. ERA is planning on adding estimates of occupational turnover to the Wage Records research project. ERA is participating in a regional consortium to develop a system of sharing turnover data with other states in our region.
- ERA staff support the New Mexico legislatively mandated Job Training Incentive program with information on industry and occupational wage levels and forecasts. ERA staff evaluate economic development proposals submitted to the state's Job Training Incentive Program to determine occupational classification and wages and serves as an advisory member of the Job Training Incentive Program Board.
- ERA staff provided staff support to the legislatively mandated Gender Pay Equity Study commission this year. This commission will probably become permanent after the next legislative session.

- ERA joined the Local Employment **Dynamics** project partnering LMI units with the US Census Bureau to provide information on occupational demographics. The first data from the Local Employment Dynamics [formerly LEHD] project was received in June 2003. The data from the LED project is being disseminated in conjunction with the University of New Mexico Data Bank and the State Data Center affiliate system. Dr. Julia Lane of the US Census spoke on the LED project in November 2003 at the annual US Census Bureau's State Data Center Affiliates meeting and at the State Data Center Data User's Conference.
- ERA accepted complete responsibility for the Alien Labor Certification program under the ETA as of December 2003. ERA staff have integrated ALC processing into the occupational wage determination process.
- In January 2004 ERA staff produced an 80-page report entitled "State of the New Mexico Workforce". This report was produced at the direction of the NMDOL WIA liaison ESD deputy director Alex Georgieff. This report focused heavily on educational issues in the state and drew on the expertise of the America's Career Resource Network [ACRN] staff as well as staff from the employment projections and BLS statistical programs. ERA staff expertise in educational and Bureau of Economic Analysis and Census Bureau data was showcased in this report.
- Wages collected in the OES survey have been published in a regional wage survey report using BLS procedures and are also being used in Alien wage survey determinations by a specialist on the ER& A staff.
- NM ERA staff participated actively in the annual State Data user's Conference in November 2003 and are planning to do the same in November 2004. In addition, ERA staff participated with Economic Development and State Data Center staff in two satellite State Data user's conferences' in Las Cruces and Farmington, New Mexico. About 60 people attended the satellite data user's conferences.
- The NM Economic Development Department uses LMI from the ERA Bureau on its Internet site and in publications. Data series used include the Quarterly Census of Employment and Wages, Local Area Unemployment Statistics; OES wage survey data, and the Local Employment Dynamics data.
- ERA staff continued to function as the state contact for the America's Career Resource Network. ACRN is the foundation for ERA's participation in the career education and planning process.

5.) Provide an employer name and address list that can be accessed by the public.

A licensed copy of the ALMIS employer data base was provided to New Mexico when the license agreement with InfoUSA was signed. The ALMIS employer Data base was added to the Internet ALMIS database. ALMIS Employer Database will be updated twice a year. ERA is investigating the possibility of requesting geographic coding of the employer database in order to produce maps of employment.

6.) Staff Capacity Building

- Training for Career Room staff for the NM One-Stop Career Centers has been held regularly. ERA staff are engaged in liaison with the State and four regional Workforce Investment Boards. The occupational wage presentation platform EDS has been implemented and maintained. The Geo Solutions Internet interface product NM LASER has been purchased and became available on the NMDOL Internet site in June 2004.

6.) Provide information to state Workforce Information Boards and produce other State information products and services.

- The Economic Research and Analysis Bureau is now conducting extensive research on UI Wage Records to determine staff turnover by industry by county and aggregated to WIA region. The ERA manager serves as the state co-chair of the Quarterly Census of Employment and Wages program sub-committee on Wage Records Research. The ERA Bureau is also one of the states included in the US Census Bureau's Local Employment Dynamics [formerly Longitudinal Employment-Household Dynamics program (LEHD)]. All information from Local Employment Dynamics is now available on a WIA region and county basis on the NMDOL Internet site.
- The ERA Bureau produces **occupational employment and wage** estimates for the state, metropolitan areas [MSAs] and state workforce investment board regions. Employment estimates are updated annually, while wage estimates are updated twice a year based on the BLS Employment Cost Index. Estimates are available on the NMDOL Internet site by geography, including the four WIA regions within the state of New Mexico.
- The ERA Bureau used data from wage records research to support an interim study committee set up by the NM Legislature to study the compensation gap between men and women in the state of New Mexico.
- The latest demographic and economic information is has been collected and compiled in the Annual Social and Economic Indicators report to be published in as released by the US Census Bureau. A new edition of the annual Social and Economic Indicators was published in June 2004.
- ERA staff worked intensively in April and May with staff from the Job Training Division [now in the Governor's Office of Workforce Development and Training] to produce the background information for WIA intrastate funding allocation formulas. This exercise requires familiarity with all BLS programs; US Census Bureau data and special data products from the US Census. This project takes about two person months to complete. The funding allocation formula exercise is a large commitment of time and expertise of ERA staff to the Governor's Office of Workforce Development and Training.
- Statewide and area occupational supply/demand analyses are produced and published monthly in the New Mexico Labor Market Report for the state and all WIA regions.
- The New Mexico Labor Market Report containing current labor force statistics, economic events, and program information is produced monthly with a 4,000 distribution. A customer satisfaction survey is annually conducted for the Review, yielding valuable information.
- **Affirmative Action** information data packages by county are distributed to data users upon request. The EEO products of the 2000 Decennial Census became available this program year and ERA has implemented a custom link to the Census EEO web site for EEO affirmative action information and data.

- Several editions of a complete set of detailed area socio-economic data packages and forecasts were completed and provided for use by the State Workforce Development Board.

7.) Support development and deployment of State-based workforce information delivery systems.

- Continued to enhance and expand the NMDOL Internet Homepage with localized LMI, including the department employer newsletter, WOTC program guidelines, updates to federal wage laws, OES wage survey data, long-term and short-term occupational projections, and local area historical LMI data tables. A home page has been developed for the State Workforce Development Board and four additional web sites have been developed for each of the state's regional Workforce Development Boards.
- Training for Career Room staff for the NM One-Stop Career Centers has been held. ERA staff are engaged in liaison with the State and four regional Workforce Investment Boards. The occupational wage presentation platform EDS has been implemented. The Geo Solutions Internet interface project has been purchased and became available on the NMDOL Internet site in June 2004.
- Data collection is being used in published wage surveys for employers, job seekers, and Alien Labor Certification determinations.
- The NM OES program supports the ALMIS and ETA Alien Labor Certifications programs in the state. The uniform wage data by occupation and local labor market area is produced for use by employers and job seekers. The New Mexico SESA Alien Labor Certification unit is provided with products that meet the needs of the Alien Labor Certification program, including a BLS approved database with overall mean, mean entry, and mean experienced wage levels for all OES wage occupations collected in New Mexico's OES program.

8.) Support State workforce information training activities.

- ERA Bureau labor market information products were explained and provided for One Stop Career Centers and regional school to work partnerships. ERA Bureau staff work intensively with other NMDOL and NM Department of Education staff to supply data for program and administrative needs. High school counselor training workshops were held during the spring.
- Wide distribution of publications and special planning reports are made to numerous state agencies, educational institutions, employers, and job seekers. Distribution of paper LMI products is approaching 250,000 copies. [See attached documentation on publication distribution and Internet site visits.]
- Additional effort continues to be devoted to LMI production and dissemination through the frequent interaction with personnel in the One-Stop Career Rooms and the training of Career Room personnel in the One Stops.

9.) Customer Satisfaction Monitoring

- ERA staff are comprehensively monitoring all publications, Internet products and training activities for customer satisfaction.