

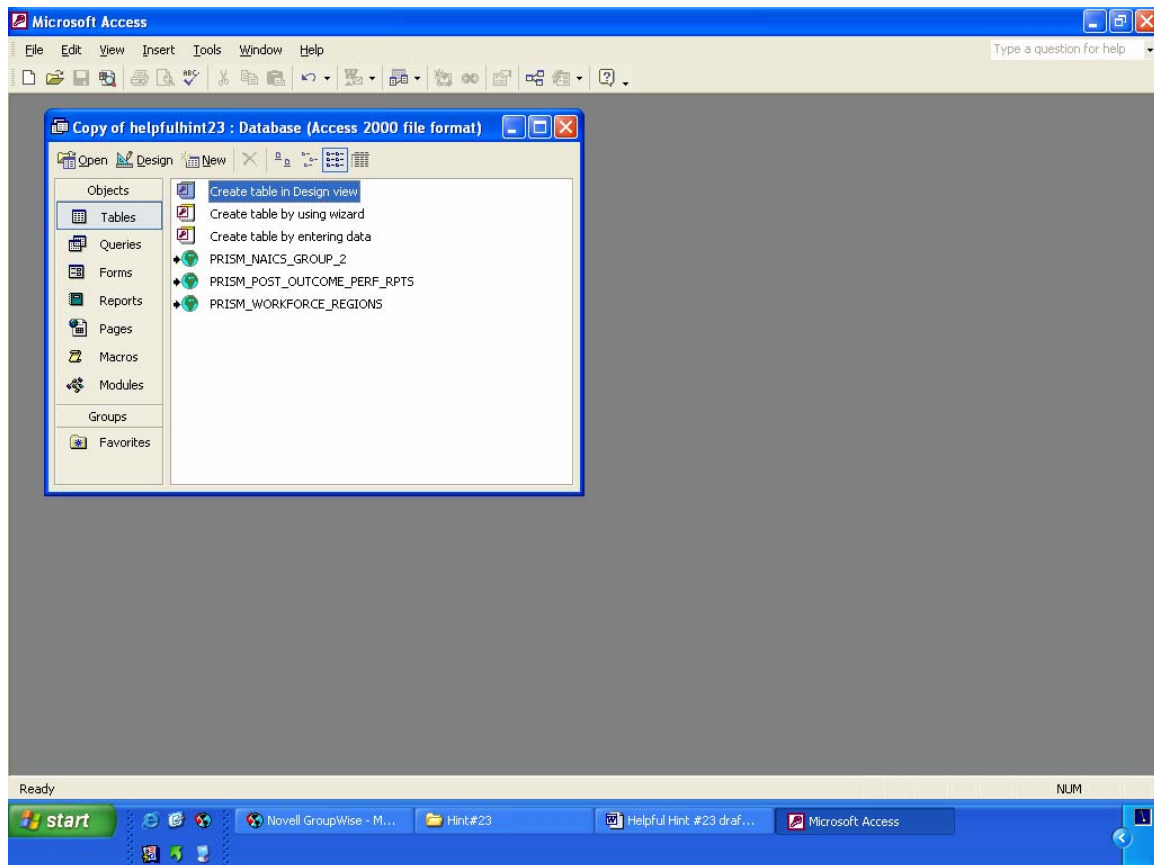
Helpful Hint #23 – Retention Rate for individuals employed primarily in Temporary Help Agencies by Workforce Region

This Helpful Hint will demonstrate how to set-up queries and a report which will show the Total Exited and Placed, Total Retained, and Retention Rate for the period of 2005 Q3 through 2006 Q2. This retention report will show by region the retention rate for those with NAICS codes in Employment Placement Agencies (561311), Temporary Help Services (561320), and Professional Employer Organizations (561330).

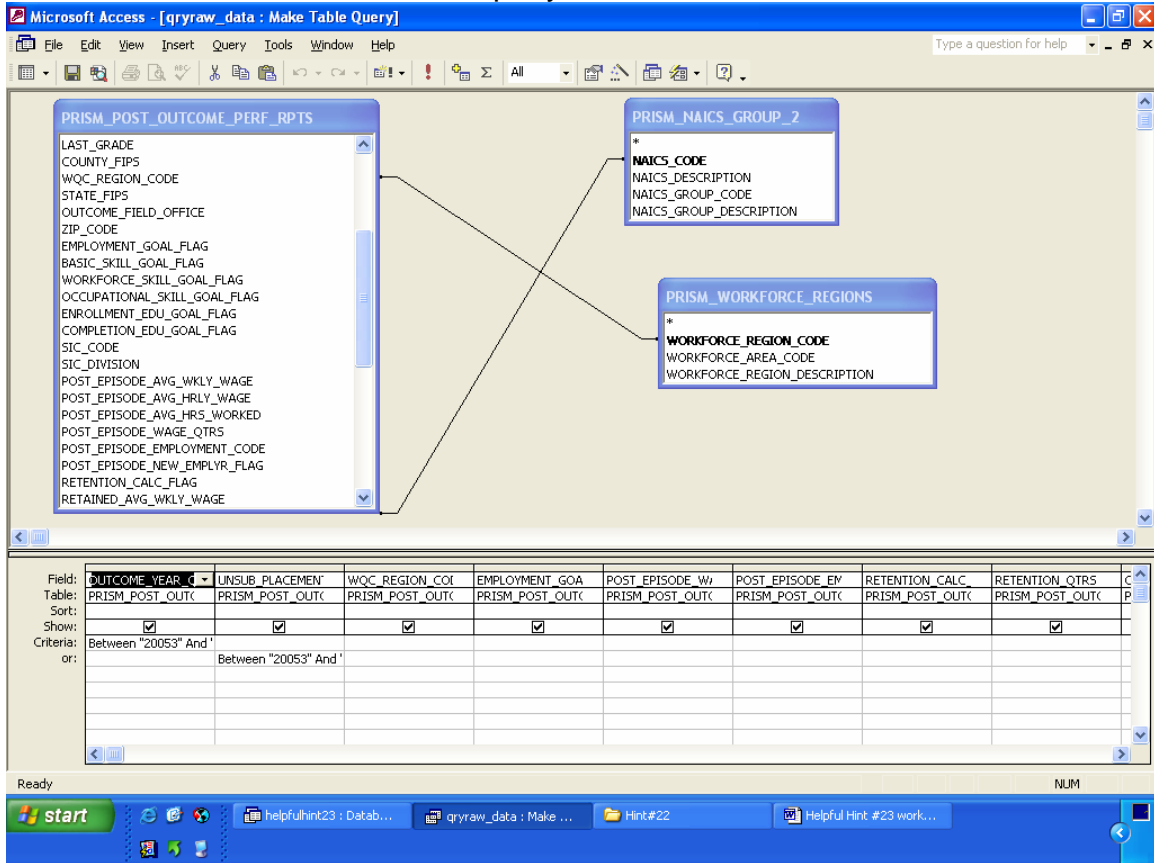
Prior to running queries on the workstation, ODBC (Open DataBase Connectivity) must be installed and properly configured to connect to the PRISM database (http://www.oregon.gov/PRISM/TechnicalInfo.shtml#Desk_Manual). Microsoft Access configuration is required only once for each workstation. The connection will enable you to connect to the PRISM tables needed for completing the data analysis.

Create Access tables by linking to the following PRISM tables through ODBC.

1. PRISM.POST_OUTCOME_PERF_RPTS
2. PRISM_NAICS_GROUP_2
3. PRISM_WORKFORCE_REGIONS



Select all three tables for the first query.



This query is a 'make table' query. It will assemble the raw data.

Link tables:

PRISM_POST_OUTCOME_PERF_RPTS.POST_EPISODE_PRI_NAICS_CODE to PRISM_NAICS_GROUP_2.NAICS_CODE

PRISM_POST_OUTCOME_PERF_RPTS.WQC_REGION_CODE to PRISM_WORKFORCE_REGIONS.WORKFORCE_REGION_CODE

Select the following fields and criteria.

PRISM_POST_OUTCOME_PERF_RPTS. OUTCOME_YEAR_QTR
(criteria) Between "20053" And "20062"

PRISM_POST_OUTCOME_PERF_RPTS. UNSUB_PLACEMENT_YEAR_QTR
(criteria) Between "20053" And "20062"

PRISM_POST_OUTCOME_PERF_RPTS. WQC_REGION_CODE

PRISM_POST_OUTCOME_PERF_RPTS.POST_EPISODE_EMPLOYMENT_C
ODE

PRISM_POST_OUTCOME_PERF_RPTS. CONTINUOUS_EMPLOYMENT_IND

PRISM_POST_OUTCOME_PERF_RPTS.POST_EPISODE_PRI_NAICS_CODE

PRISM_NAICS_GROUP_2. NAICS_GROUP_CODE

PRISM_NAICS_GROUP_2. NAICS_GROUP_DESCRIPTION

PRISM_WORKFORCE_REGIONS. WORKFORCE_REGION_DESCRIPTION

Run query – The query should look like this. Save the query to table ‘tbl rawdata’.

The screenshot shows a Microsoft Access window titled "Microsoft Access - [qry exited and retained by industry by region - Helpful Hints 23 : Select Query]". The window displays a data table with the following columns: OUTCOME_YE, WQC_REGION_CODE, UNSUB_PLACEMENT, EMPLOYMENT_GOAL_FL, POST_EPISOD, CONTINUOUS, and POST_EPISODE_PRI_NAICS_C. The table contains 30 rows of data. The first row is highlighted in blue. The status bar at the bottom indicates "Record: 1" and "NUM".

OUTCOME_YE	WQC_REGION_CODE	UNSUB_PLACEMENT	EMPLOYMENT_GOAL_FL	POST_EPISOD	CONTINUOUS	POST_EPISODE_PRI_NAICS_C
20061	W03		1	061	1	236115
20053	W03		1	053	1	236115
20062	W03		1	062	1	238152
20062	W03		1	063	1	238321
20061	W03		1	061	1	237210
20062	W03		1	062	1	236220
20062	W03		1	062	0	238351
20062	W03		1	062	1	238222
20062	W03		1	063	0	238322
20054	W03		1	054	1	237310
20061	W03		1	061	1	238341
20061	W07		1	061	1	236220
20061	W03		1	061	0	238132
20062	W03		1	062	1	237110
20061	W03		1	061	0	237310
20062	W03		1	062	1	238152
20062	W03		1	062	1	238212
20053	W03		1	053	0	238211
20062	W03		1	062	0	238221
	W03	20054	1	054	0	238162
20063	W03	20062	0	063	0	238311
20072	W03	20062	0	062	0	238331
20062	W03		1	063	0	238912
20062	W03	20062	1	062	0	238162
20053	W07	20052	1	052	0	236115
20064	W03	20061	1	061	0	237310
20062	W03		0	062	0	238211
	W03	20054	1	054	1	237310
20062	W03	20051	1	051	1	238171
20053	W12		0	053	0	236115
20053	W12		1	053	1	236115
20053	W02		1	053	0	238211
20061	W02		1	061	1	238291

The next query is a ‘make table’ query. It will tabulate data for NAICS 561311, 561320, and 561330.

Select ‘tbl rawdata’. Select the following fields and criteria. Be sure to select “Σ” on the toolbar.

tbl raw_data
(group by) WORKFORCE_REGION_DESCRIPTION

Expression

Total Exited Retention:
(FormatNumber(Sum(If(POST_EPISODE_EMPLOYMENT_CODE>"000",1,0)),0
)

Expression

Total Retained:
(FormatNumber(Sum(If(CONTINUOUS_EMPLOYMENT_IND="1",1,0)),0))

Expression

Retention Rate: Format([Total Retained]/[Total Exited
Retention],"Percent")

tbl raw_data
(where) WQC_REGION_CODE
(criteria) <>"W00"

tbl raw_data
(where) POST_EPISODE_PRI_NAICS_CODE
(criteria) "561311" Or "561320" Or "561330"

Save the query as 'qry retention by region for Temp Agencies'.

Run query – The query should look like this.

WORKFORCE_REGION_DESCRIPTION	Total Exited	Total Retained	Retention Rate
Region 01 - Clatsop, Columbia, Tillamook	537	287	53.45%
Region 02 - Multnomah, Washington	10,584	6,357	60.06%
Region 03 - Marion, Polk, Yamhill	2,988	1,748	58.50%
Region 04 - Benton, Lincoln, Linn	2,078	1,169	56.26%
Region 05 - Lane	2,870	1,652	57.56%
Region 06 - Douglas	895	491	54.86%
Region 07 - Coos, Curry	680	342	50.29%
Region 08 - Jackson, Josephine	1,359	720	52.98%
Region 09 - Gilliam, Hood River, Sherman, Wasco, Wheeler	106	57	53.77%
Region 10 - Crook, Deschutes, Jefferson	1,001	579	57.84%
Region 11 - Klamath, Lake	330	158	47.88%
Region 12 - Morrow, Umatilla	480	236	49.17%
Region 13 - Baker, Union, Wallowa	115	59	51.30%
Region 14 - Grant, Harney, Malheur	158	63	39.87%
Region 15 - Clackamas	1,613	993	61.56%

Save the table as 'tbl_561311_561320_561330'.

The last query is also a 'make table' query. It will tabulate data for NAICS 56.

Select 'tbl rawdata'. Select the following fields and criteria. Be sure to select "Σ" on the toolbar.

tbl raw_data
 (group by) NAICS_GROUP_DESCRIPTION

Expression

Total Exited Retention:
 (FormatNumber(Sum(If(POST_EPISODE_EMPLOYMENT_CODE>"000",1,0)),0))

Expression

Total Retained:
 (FormatNumber(Sum(If(CONTINUOUS_EMPLOYMENT_IND="1",1,0)),0))

Expression

Retention Rate: Format([Total Retained]/[Total Exited Retention], "Percent")

tbl raw_data

(where) NAICS_GROUP_CODE
(criteria) "56"

Run query – The query should look like this. Save the table as 'tbl_56'.

The screenshot shows the Microsoft Access interface for a query named 'qry_NAICS_56 : Select Query'. The table displayed has the following data:

NAICS_GROUP_DESCRIPTION	Total Exited Retention	Total Retained	Retention Rate
Administrative, Support, Waste Mngmt and Remediation Svcs	37,720	22,258	59.01%

At the bottom of the window, the status bar indicates 'Record: 1 of 1' and 'Datasheet View'. The Windows taskbar at the bottom shows the Start button and several open applications, including 'Novell GroupWis...', 'Hint#23', and 'helpfulhint23 : D...'. The system clock shows '3:16 PM'.

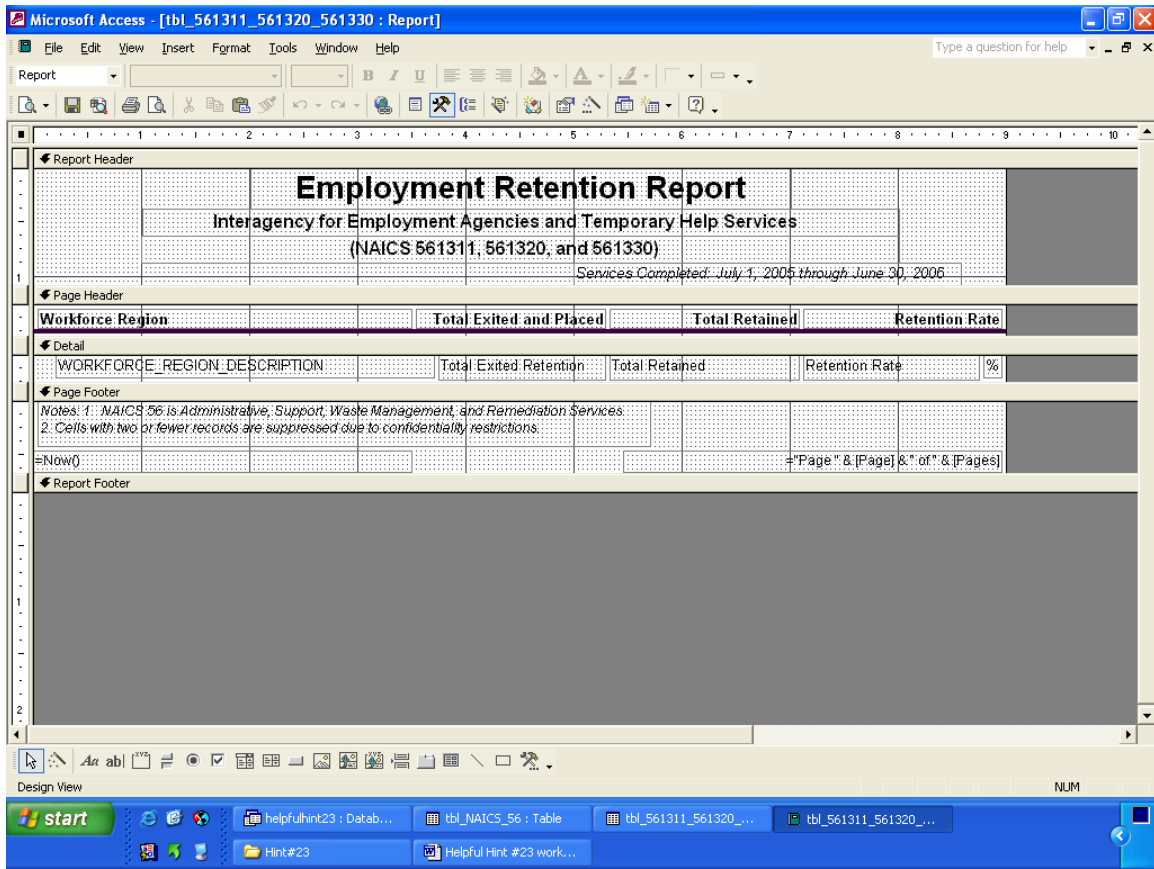
Before work on the form can begin, you must copy and paste the line of data from 'tbl_NACIS_56' into 'tbl_561311_561320_561330'. This is because the report can only use one table as its data source. The latter table should now look like this; the data label for NAICS 56 is 'Statewide NAICS 56'.

The screenshot shows a Microsoft Access window titled "Microsoft Access - [tbl_561311_561320_561330 : Table]". The window displays a table with the following data:

WORKFORCE_REGION_DESCRIPTION	Total Exited Ref	Total Retained	Retention Rate
Region 01 - Clatsop, Columbia, Tillamook	537	287	53.45%
Region 02 - Multnomah, Washington	10,584	6,357	60.06%
Region 03 - Marion, Polk, Yamhill	2,988	1,748	58.50%
Region 04 - Benton, Lincoln, Linn	2,078	1,169	56.26%
Region 05 - Lane	2,870	1,652	57.56%
Region 06 - Douglas	895	491	54.86%
Region 07 - Coos, Curry	680	342	50.29%
Region 08 - Jackson, Josephine	1,359	720	52.98%
Region 09 - Gilliam, Hood River, Sherman, Wasco, Wheeler	106	57	53.77%
Region 10 - Crook, Deschutes, Jefferson	1,001	579	57.84%
Region 11 - Klamath, Lake	330	158	47.88%
Region 12 - Morrow, Umatilla	480	236	49.17%
Region 13 - Baker, Union, Wallowa	115	59	51.30%
Region 14 - Grant, Harney, Malheur	158	63	39.87%
Region 15 - Clackamas	1,613	993	61.56%
Statewide NAICS 56	37,720	22,258	59.01%

The table is displayed in a grid view within the Microsoft Access application. The status bar at the bottom indicates "Record: 1 of 16". The Windows taskbar at the bottom shows the Start button and several open applications, including "Hint:#23", "Helpful Hint #23 - Mic...", "helpfulhint23 : Datab...", and "tbl_561311_561320_...".

The report will be created in design view, using 'tbls_561311_561320_561330' as its source.



It should make clear that the data is for 3rd quarter 2006. It should footnote that NAICS 56 refers to Administrative, Support, Waste Management, and Remediation Services.

The final product looks like this.

Employment Retention Report

Interagency for Employment Agencies and Temporary Help Services
(NAICS 561311, 561320, and 561330)

Services Completed: July 1, 2006 through June 30, 2006

Workforce Region	Total Exited and Placed	Total Retained	Retention Rate
Region 01 - Clatsop, Columbia, Tillamook	537	287	53.46%
Region 02 - Multnomah, Washington	10,984	6,357	60.06%
Region 03 - Marion, Polk, Yamhill	2,988	1,748	58.50%
Region 04 - Benton, Lincoln, Linn	2,078	1,169	56.26%
Region 05 - Lane	2,870	1,652	57.56%
Region 06 - Douglas	995	491	54.88%
Region 07 - Coos, Curry	680	342	50.29%
Region 08 - Jackson, Josephine	1,359	720	52.98%
Region 09 - Gilliam, Hood River, Sherman, Wasco, Wheeler	106	57	53.77%
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Region 11 - Klamath, Lake	330	158	47.88%
Region 12 - Morrow, Umatilla	480	236	49.17%
Region 13 - Baker, Union, Wallowa	115	59	51.30%
Region 14 - Grant, Harney, Malheur	158	63	39.87%
Region 15 - Clackamas	1,613	993	61.56%
Statewide NAICS 56	37,720	22,268	59.01%

Notes: 1. NAICS 56 is Administrative, Support, Waste Management, and Remediation Services.
2. Cells with two or fewer records are suppressed due to confidentiality restrictions.

Monday, May 12, 2008

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