Tennessee Department of Labor and Workforce Development
Annual Performance Report
PY 2007-2008
September 25, 2008

A. Accomplishments. Required deliverables:

1. Short-term industry and occupational projections for 2007 Q2 to 2009 Q2 were completed in March 2008. They are available on the departmental web site at http://state.tn.us/labor-wfd/lmi/jobforecast.pdf.

2. Long term industry and occupational projections for the state as a whole for 2006 to 2016 have been produced and were submitted for review on June 30, 2008. Projections for the 13 Local Workforce Investment Areas are in progress.

3. Updates to addresses and phone numbers of licensing agencies on the occupational licensing files were updated on The Source (www.sourcetn.org) and will be forwarded to the National Crosswalk Service Center.

4. All required tables have been updated in the Workforce Information Database (WID) and/or in the Source. A table of files updated in 2007-2008 is included. A separate listing titled "Data Tables Populated by Tennessee" is attached.

5. We populate the Workforce Information Database with an employer database from InfoUSA and update it every 6 months.

6. Data developed for the Workforce Information Database are available on the web in the interactive system *The Source* at (www.sourcetn.org).   *The Source* Version 9.2 is now available. Much time was spent in 2007-2008 in improving uploading and program updating on *The Source*, allowing for rapid installation of new programs and updated pages by our *Source* contractor.

7. As they are processed, we upload much of our data and analyses to the departmental website, http://www.state.tn.us/labor-wfd/lmi.htm.

8. A series of 16 publications was completed in March 2008 in a collaborative effort with the Career and Technical Education section of the Tennessee Department of Education. Based on the 16 career clusters identified by the U.S. Department of Education, these publications titled "Tennessee Careers: Cluster Guide 2008-2009" are available on the Internet at the sites listed below, as well as in printed format. Aspects of the publication series' design were based on the Department of Labor and Workforce Development's crosswalks of occupations to career clusters and of occupations to programs of study in Tennessee educational institutions. Data elements we provided for each publication were: occupational employment projections (2004 -2014 data) and wages, designations of each listed occupation's skill and wage levels as high or not high, the typical education and training level required, and determination of whether each

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occupation is expected to be in demand with employers or not. We also provided information on specific programs of study available in the state-supported institutions, ranging from the technology centers to the universities.

 The cluster reports include:

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Architecture.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Health.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/IT.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Agriculture.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Business.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Arts.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Education.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Finance.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Government.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Hospitality.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Human.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Law.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Manufacturing.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Marketing.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/STEM.pdf

http://www.state.tn.us/labor-wfd/Publications/EmploymentSecurity/CareerCluster/Transportation.pdf

9. The second annual workforce report, "Investing for Growth in Tennessee's Workforce" is available on the Internet at www.Tennessee.gov/labor-wfd/tnworkforce2008.pdf.

10. We have drafted a report, "Growing Green: The Potential for Green Job Growth in Tennessee," which has been submitted to the Energy Section of the Tennessee Department of Economic and Community Development for review. Revision of this report will continue in the next program year, given the data challenges and insufficient definitions with which we work in this emerging technology. Tennessee's governor now has an active energy task force. We are participating in a collaborative effort including labor market information staff in several other states, exploring ways of identifying industries and occupations with the potential for growth due to the increasing investment in energy efficiency and renewable energy.

B. Customer Consultations.

1. Methods of consultation during this program year:

    a. Ongoing relationships with a wide variety of data customers including local workforce boards are maintained by our 10 research analysts located across the state. We continue to provide information and assistance to customers in all areas on request.

    b. Sets of the Tennessee Careers publications (described in A.8) were sent to all One Stop Career Centers and to additional Food Stamp offices. The Tennessee Department of Education delivered sets to all high schools in the state. Additionally, several WIA boards obtained sets and copies were provided to the state Workforce Development Board. Copies were also provided to this department's Rapid Response unit and were made available, on request, to the state-supported technology centers.

    c. We work collaboratively with the Career and Technical Education section of Tennessee's Department of Education at their request. A recent effort was to review grant applications they received for Carl Perkins Act funds, analyzing the appropriateness of the occupations these grants were proposing to train for. Our review focused on the degree to which occupations were those in demand and could be termed high skill and high wage.

    d. *The Source* at ([www.sourcetn.org)](www.sourcetn.org) has a customer survey instrument to provide us feedback on customers' usage.

    e. We have developed a computerized customer service system which allows us to closely track the products and services we provide customers.

2. Activities to be undertaken to add customer value where needs for improvement are identified.

    a. In a form of continuous improvement, Research and Statistics section research analysts across the state devise and employ new data delivery methods as new customer needs emerge.

    b. We continue to be in contact with both our internal and external customers and will respond to the needs they identify or that come to our attention as we work with them. Examples during the 2007-2008 program year were:

        o Our work with the Tennessee Department of Education on the 16 career cluster publications and our review of the Perkins grant applications.

- o Work with the Unemployment Insurance Division of our department on the unemployment insurance profiling model.

- o Provision of occupational supply and demand information to the Tennessee Higher Education Commission for those occupations requiring a college degree.

C. Recommendations for Improvements or Changes to the Deliverables: We have not identified any need for improvements or changes at this time.

Updates to the Workforce Information Database PY 2007 – 2008

Dates activities accomplished PY 2007-2008	Data Tables revised and updated
Monthly 2007-2008	Updated Employment Security data for Applicants for employment, Job Openings and Unemployment Insurance (UI) Claimants Updated labor force, employment, and unemployment data Updated CES Data (with 10 MSAs and reconstructed series)
Quarterly 2007-2008	Employment and wage data submitted by employers (QCEW) has been updated through the 4th quarter of 2007.
June 2008	Updated occupational supply-to-demand analysis grades and placement data
March 2008	Completed short-term statewide industry projections for 2007 to 2009
Completion 2008	Additional databases for which updates were available, including education program completers (2006) and occupational wages for 2007.

The employer database provided through the multi-state contract is also updated every six months.

Data Tables Populated by Tennessee

analysis	This table contains one record for each cluster or unit of analysis. The purpose of the table is to allow the ALMIS Database Administrator to enter text that analyzes the Supply/Demand situation for a state or area, and to display relevant information about placement rates for programs.
blding	Table of building permits awarded per area and time period.
cenlabor	One record for each Census occupation with the count of females or males in the labor force in the occupation.
ces	Employment estimates as reported by the Current Employment Survey.
commute	Commuting patterns. Each record of this table contains a geographic area of a worker's residence ('stfips', 'areatype', 'area') and the geographic area of a worker's place of work ('wkstfips', 'wkareaty', 'wkarea') and the number of workers that fall into this commuting pattern.
develop	Table of industrial development.
empdb	This table contains employer data obtained through the Employer Database Consortium. The use of the data in this format is subject to the state's terms and agreements reached in the contract signed with the ALMIS Employer Database supplier.
esapplic	Employment Service applicant characteristics.
esdata	Employment Service data.
income	This table contains income data.
indprj	This table contains employment projections for each of the identified industries and areas.
industry	This table contains covered employment by industry collected for the QCEW report. (This table includes historical data so that reports reflecting change can be produced.)
iomatrix	This table contains the industry-occupation employment matrix.
labforce	Employment and unemployment estimates are reported from Local Area Unemployment Statistics.
licauth	Table of licensing authorities for the state.
license	This table contains one record for each individual license authorized by the state.
lichist	Table containing the number of licenses awarded for a selected occupation.
occprj	This table contains occupational employment projections for each of the defined areas.
oeswage	This table contains one record for each OES occupation.
populatn	This table contains population estimates for a geographic area and time period.
progcomp	This table contains information about program completers.
programs	This table contains information about programs that are offered by education and training providers.

propval	Property Values. This table contains property value data for an entire geographic area for a specified time period and taxtype.
sales	Revenue from retail sales.
schools	This table contains one record for every training provider in the state. Each training provider will be identified by a code. The training provider will be coded by type - field 'insttype'.
stindprj	This table contains short term employment projections for each of the identified industries and areas.
stoccprj	This table contains short term occupational employment projections for each of the defined areas.
supply	Completer data for all occupational training providers in the state.
tax	Revenues from taxes
uiclaims	This table contains the numbers of Unemployment Insurance Claims for the selected area.