

**WORKFORCE AND LABOR MARKET INFORMATION (LMI) GRANT
ANNUAL PERFORMANCE REPORT FOR HAWAII
PROGRAM YEAR 2006**

The following report describes Hawaii's accomplishments during the July 2006 to June 2007 program year as required by the Training and Employment Guidance Letter (TEGL) No. 3-06. (Note: Hawaii's Workforce and LMI grant covers the period October 2006 to December 2007.)

A. Core Products and Services

1. Workforce Information Database:

Staff continued to populate and maintain all core tables of the Workforce Information (formerly ALMIS) Database for the areas and time periods required within a month of their availability. By June 2007, the database was populated with items that went beyond the core requirements such as including more county data, providing additional years of data for the required tables, and filling in other tables. We also collected occupational licensing information, updated the required licensing files (license.dbf and licauth.dbf), and submitted the data files to the National Crosswalk Service Center for inclusion on America's **Career InfoNet** site in September 2006.

2. Industry and Occupational Projections:

During the program year, staff completed short-term industry and occupational employment projections for the State. The data was based on 2006/Q2 for 2008/Q2 using the methodology, software tools, and guidelines developed by the Projections Consortium and the Projections Managing Partnership (PC & PMP). The data was submitted to the PC & PMP for review in June 2007 and subsequently incorporated into the Workforce Information Database and made accessible to the public through our **Hawaii Workforce Informer** (HIWI) website at www.hiwi.org.

With calendar year 2004 as the base year and 2014 as the projected year and using the methodology, software tools, and guidelines issued by the Projections Consortium and the Projections Managing Partnership, staff developed sub-state industry and occupational projections for Honolulu MSA, Hawaii County, Maui County, and Kauai County. Soon after, the projections data for the counties were incorporated into the Workforce Information Database and made available on the HIWI website. Using the same time frame of 2004-2014, staff revised the statewide industry and occupational projections to be consistent with the county data. These estimates also were incorporated into the Workforce Information Database and appeared on HIWI. The occupational projections data continues to be one of the most frequently downloaded tables on the HIWI website, according to Urchin software that tracks the activities of various websites.

Staff also prepared and customized presentations for those interested in learning about our development of industry and occupational employment projections.

3. Annual Economic Analysis Report:

Generating and gathering data from within and outside of the agency, staff analyzed and compiled a report titled **Annual Labor Market Overview for Hawaii**. It consisted of observations and trends regarding general labor market statistics such as size of work force; labor participation rate; unemployment rates by geographic areas; for industries and occupations -- analysis of distributions, rates of growth, and wages were included as well as local employment dynamics data; short- and long-term job outlook; and job openings by skills. There was also a section on major developments that significantly impacted the local economy during the program year, namely the effects of the October earthquake of 6.7 magnitude near the Big Island of Hawaii and the earlier than expected closing of a large pineapple firm on the island of Oahu. Upon completion, the report was made available on the HIWI website at [http://www.hiwi.org/admin/uploadedPublications/1795 Annual Labor Market Overview for Hawaii.pdf](http://www.hiwi.org/admin/uploadedPublications/1795%20Annual%20Labor%20Market%20Overview%20for%20Hawaii.pdf) in August 2007.

4. Post products, information, and reports on Internet:

Hawaii's Research and Statistics (R&S) Office continued to produce a variety of products and all were uploaded to our HIWI website for dissemination to the broadest audience possible, and in particular to facilitate the use by the workforce investment partners. These postings included employment projections for the state and counties, the monthly news releases on local unemployment rates and non-farm employment counts, the annual updates for Affirmative Action programs, Quarterly Census of Employment and Wages(QCEW), and Characteristics of the Insured Unemployed. In addition, new reports added to the Internet included: **Hawaii's Defense and Dual-Use Technology**, a report highlighting a potential lucrative industry for the state; the **Employment Forecasts for the Short-Term Future**, citing second quarter 2006 employment projected out two years; the **Employment Outlook for Industries and Occupations, State, 2004-2014**, our long-term job projections report; and the **Annual Labor Market Overview for Hawaii** (August 2007).

Occupational employment and wages for the state and Honolulu MSA covering the results of the 2006 OES wage survey were published on our website.

Staff also created web links on HIWI to the Census' Local Employment Dynamics website for access to the Community Economic Development (CED) HotReports, the new business planning tool that combines assorted economic measures for county areas of the state. A career clusters tool became available on HIWI that allows for career exploration by integrating and grouping careers by interests and level of training preparation with employment, total annual openings, and wages. According to Urchin software monitoring, careers in the health field such as nursing, home health care, biotechnology, and social worker were among the top ten files that received the most hits on HIWI during the program year.

Staff maintains and updates the Workforce Information database and the data is accessible via our Internet delivery system, HIWI, on a continual basis. Staff also contributes Workforce Information database information to a segment of the State Department of Labor and Industrial Relations' website, called HireNet Hawaii, and HIWI is linked to that website.

5. Partner and consult on a continuing basis with workforce investment boards:

Throughout the program year and in a variety of manner, whether in meetings, phone calls, or joint projects, the R&S Office provided information and ongoing support to the WDC, the One-Stop Centers, and the Workforce Investment Boards (WIB). Staff attended state WIB and WDC meetings to be briefed on updates and for guidance on workforce development policies, priorities, and issues. We discussed our LMI Plan with WDC members to ensure that it supported the statewide workforce development initiatives. We contributed to the development of the 2-year Workforce Investment Act (WIA) plan for July 1, 2007 – June 30, 2009, particularly the Labor Market Information (LMI) component.

The HIWI, our Internet delivery system of labor market information, is the primary means of providing local LMI data and support to the local WIBs. The Workforce Information Database drives HIWI, and most of the data is collected at the county level, which matches our LWIB geography. LWIBs have access to the most current labor market information available. Staff also has pages for each county on HIWI for easy one-stop access to data focused around geographical areas rather than by subject matter. This past program year, we created lists of the Top 100 Employers in the state and in each county for the website.

Now that the Local Employment Dynamics (LED) information is linked through HIWI, we are able to offer more county labor data. While no new reports were added, the addition of the Community Economic Development (CED) **HotReports** to the LED site provides another avenue of access for the WIBs. We plan to provide yet another link to the LED site for the **OnTheMap** tool that provides detailed maps and reports of where people live and where they work for county and rural areas.

The R&S Office also continued to provide hard copy publications of all printed reports to the WDC and One-Stop Centers. Publications are also available on HIWI. Our **Hawaii's Hot 50** poster, listing occupations with the most annual openings and grouped by the training or education required, along with the skills, abilities, and knowledge needed and their respective wages and job descriptions, has consistently been the most sought after publication.

6. Conduct special studies and economic analyses:

Due to a reduction in staff, we were limited in our ability to execute large-scale studies or in-depth economic analyses. We did, however, manage to participate in a number of workgroups dealing with workforce development efforts, contributing our expertise and statistics when requested. Through these activities, reports were developed and a summit conference and survey will be taking place in the near future.

Additionally, within the **Annual Labor Market Overview for Hawaii**, our annual economic analysis report, a section headed "Focusing on Recent Major Developments" addressed two events having significant impact on the state's economy during the program year. One involved the October earthquake that caused \$200 million in damages throughout the state and affected several large hotels on the island of Hawaii, and the second noted the effects of the earlier than expected closure of a large pineapple operation. The report was published in August 2007 and was uploaded to HIWI for dissemination.

The special report "The Geographic Distribution and Characteristics of Older Workers in Hawaii: 2004" by the U.S. Census Bureau has been approved for publication and we are waiting for its release later this year. Staff provided data and reviewed a draft of the report, and when it becomes available, we plan to provide an update with more timely data on our state's older workers.

So far, all six deliverables in PY 2006 have been met, and within schedule. By the end of 2007, we expect to produce more informational materials and analytical reports based on the latest occupational wages, and long-term occupational employment projections.

The PY 2006 grant covers the period, October 1, 2006 to December 31, 2007. Total funding amounted to \$326,854. As of June 30, 2007, total expenditures amounted to \$200,558. The latest monthly expenditures totaled over \$24,000, and with 6 months to go, we barely expect to stay within budget.

B. Customer Consultation

During PY 2006, the Hawaii Research and Statistics (R&S) Office consulted with our customers about the usefulness of products and services provided by our office. We primarily attended meetings and participated in technical workgroups to ensure the future development of workforce information that satisfy the needs of our customers.

We continued to work closely with the Workforce Development Council (WDC) and Workforce Investment Boards (WIB) by providing information and services in support of Hawaii's workforce investment system. Our attendance at council meetings and informal contacts with the WDC office provided guidance towards meeting state and local customer information needs.

R&S staff also participated in several workgroups, providing data and support for workforce development such as:

- the Leeward Coast Initiative (LCI) that supported the Governor's task force to revitalize the Waianae area of Oahu. Existing programs, projects, and facilities were compiled along with issues and problems identified to determine short- and long-term recommendations in a summary report of findings in January 2007.
- the Hawaii Center for Nursing Workforce Data Collaborative Workgroup that is focused on developing a valid and reliable source of supply and demand data as well as forecasting models for nurse information. The Center issued a report titled "Projected Registered Nurse Workforce in Hawaii, 2005-2020." A Nursing Workforce Summit is planned for later in 2007. Our staff hopes that by participating with this group and sharing data, it will validate and improve our projections statistics.
- the Hawaii Health Workforce Collaborative (Workforce Hui) group to share occupational employment projections, focusing on healthcare workers. The workgroup was able to obtain a grant for funding the conduction of a survey and to establish a database of selected healthcare workers (i.e., physicians, surgeons) to address worker shortages, especially in the rural areas of the state. We also hope that the sharing of data will validate and improve our job projections.

Staff also held informational sessions on labor workforce data and projections programs for some of the above groups as well as for a South Korean professor who was interested in our Labor Market Information system and the development of our HIWI website during PY 2006.

C. Recommendations for Improvements or Changes to the Deliverables

Hawaii recommends that ETA continues to support the following projects that are critical to our delivery of quality labor market and workforce information for our customers and partners.

- Estimates Delivery System (EDS) – we need continued funding for and technical support from the Projections Management Partnership (PMP). EDS allows us to produce long-term occupational projections for the counties.
- Local Employment Dynamics (LED) – the Census Bureau needs continued funding to provide technical support for LED. LED provides demographic and socio-economic information on the workforce for the state and counties.
- On-the-Map – as part of the LED program, the mapping tool needs funding support to allow ExCensus to maintain and enhance the system. More training and technical assistance are needed to build GIS and mapping expertise in the states.
- Community Economic Development (CED) HotReports – these county reports, with tables and charts on the workforce, economy, population, income and commuting patterns provide local users with readily accessible data for planning and training purposes. This tool should be expanded to display state and national data that could be compared with the county reports.
- Skills-Based Projections (SBP) – this new tool that has been released recently through the Projections Management Partnership (PMP) must be given adequate resources to help the states in addressing workforce supply and demand issues. Training and technical assistance are needed in updating the database, and in extracting and using outputs.

SBP is another way to analyze Hawaii's workforce by identifying skills in demand (skill gap) that can be transferred to various occupations by workers. The SBP tool integrates skills data from the Occupational Information Network (O*NET) with state and county short- and/or long-term occupational projections to identify current skill supply, projected demand, potential skill gaps and replacement needs. O*NET provides more than one hundred measures of knowledge, skills and work activities (KSW) that are specific to 726 SOC-based occupations.

Results produced from the SBP tool can be utilized to identify needed skills-training programs by educators/trainers, assist counselors with career development for their clients, and provide helpful information to the job seeker.