

**COLORADO LABOR MARKET INFORMATION
PROGRESS REPORT FOR JULY 2007 – JUNE 2008
WORKFORCE INFORMATION CORE PRODUCTS AND SERVICES GRANT**

Statement of Work Deliverables

1) Continue to populate the Workforce Information (formerly ALMIS) Database with state and local data.

a) Accomplishments:

i) *Outcomes:*

The most current release of Virtual LMI (version 9) is programmed to work with version 2.3 of the Workforce Information Database.

All core tables in version 2.3 of the database, as defined by the Workforce Information Database Consortium, are populated as per plan. They are regularly updated with current data. Seasonally adjusted Colorado and MSA-level data was added to the CES and LAUS tables. The Schools and Programs tables were updated with new data.

The Industry table in Colorado's Workforce Information Database was greatly enhanced to display all ownership levels (private, federal government, state government, and local government) for employment in each county.

All occupational license files, including the new LICXOCC, have been populated. They are in ALMIS 2.3 format. These files were sent to and approved by the National Crosswalk Center in February 2008.

ii) *Conformity to planned milestones:*

All planned milestones were met.

iii) *Actual aggregate expenditure:*

Source of Funds for PY07 Activities:

PY06 Second Year = \$61,322; PY07 = \$66,432

Total Expenditures for PY07 Activities = \$127,754

b) Customer consultations: N/A

c) Recommendations for improvements or changes to the deliverables:

Colorado LMI will be implementing version 2.4 of the Workforce Information Database in PY08 in preparation for the release of version 10 of Virtual LMI.

2) Produce and disseminate industry and occupational employment projections.

a) Long-Term Industry and Occupational Projections:

i) Accomplishments:

(1) *Outcomes:*

ETA requires LMI to produce one set of statewide, long-term industry and

occupation employment projections every other year. Sub-state long-term projections are encouraged, but not required.

In partnership with the Workforce Development Council (WDC), LMI produces a new set of long-term projections for the state and all 7 Metropolitan Statistical Areas (MSA) each year. This is 16 times the number of areas ETA requires. Thanks to economies of scale, we are able to produce these 15 additional sets of data at a fraction of the cost it takes to produce the first set.

Per WICPS grant requirements, LMI completed the 2006-2016 statewide long-term projections. Additionally, a set of long-term projections covering the same time period was produced for each of Colorado's 7 MSAs.

(2) Conformity to planned milestones:

Projections were completed on time.

(3) Actual aggregate expenditure:

Source of Funds for PY07 Activities:

PY06=\$41,057; PY07=\$44,478

Total Expenditures for PY07 Activities = \$85,535

ii) Customer consultations: N/A

iii) Recommendations for improvements or changes to the deliverables:

Colorado will focus on industry research and evaluation of state and local variables to include in the analysis of long-term projections and related products.

b) Short-Term Industry and Occupation Projections:

i) Accomplishments:

(1) Outcomes:

ETA requires LMI to produce one set of statewide, short-term industry and occupation projections annually. Sub-state short-term projections are encouraged, but not required.

In partnership with the WDC, LMI produces a new set of short-term projections for the state and all 7 MSAs every 6 months. This is 16 times the number of areas ETA requires. Thanks to economies of scale, we are able to produce these 15 additional sets of data at a fraction of the cost it takes to produce the first set.

As the WICPS grant requires, LMI completed the 2007-2009 statewide short-term projections using 2nd quarter employment data. Additionally, to better meet customer needs, LMI estimated a more current base quarter of employment. Using the more current base, 2nd quarter 2008, short-term projections through 2nd quarter 2010 were produced for the state and all 7 MSAs.

(2) Conformity to planned milestones:

Projections were completed on time.

(3) Actual aggregate expenditure:

Source of Funds for PY07 Activities:

PY06=\$41,057; PY07=\$44,479

Total Expenditures for PY07 Activities = \$85,536

ii) Customer consultations: N/A

iii) Recommendations for improvements or changes to the deliverables:

In PY08, 4th quarter 2008-2010 short-term projections will be completed for statewide and all 7 Colorado MSAs by December 31, 2008. Second quarter 2009-2011 short-term projections will be completed for the same geographic areas by June 30, 2009.

A focus of the analysis effort will include the evaluation of the quality of projections based on tracking against Bureau of Labor Statistics Quarterly Census of Employment and Wages and Current Employment Statistics program data.

3) Publish an annual economic analysis report for the governor and the SWIB.

a) Accomplishments:

i) Outcomes:

ETA requires LMI to participate in the development and publication of an annual report to inform talent and economic development policy and investment determinations by the governor, the WDC and other workforce development partners.

As director of LMI, I co-chair the Workforce and Economic Information Coalition (WEIC.) Under the guidance of the WDC through the Skills Development Partnership Committee, the WEIC worked with the Corporation for a Skilled Workforce (CSW) to produce The State of Colorado's Talent Development: Competing in the 21st Century. This report was released April 15, 2008 as part of the re-launch of the WDC under Governor Ritter's administration and provides a detailed state level analysis of talent development in Colorado.

LMI provided data and analysis crucial to the development of this report and played a key leadership role throughout the process.

In addition to traditional information sources, the following groups provided information for this annual report: Colorado Business Outlook 2007, Denver Metro Economic Development Corporation, Information Technology Association of America, and Corporation for a Skilled Workforce.

ii) Conformity to planned milestones:

The publication of this report conforms to the deliverables schedule.

iii) Actual aggregate expenditure:

Source of Funds for PY07 Activities:

PY07=\$5,000

Total Expenditures for PY07 Activities = \$5,000

b) Customer consultations:

Primary customers of this report are the Governor's Jobs Cabinet and the Workforce Development Council. The report provides information important to the goals in The Colorado Promise, the Governor's plan for moving Colorado forward.

Other customers are represented on the Steering Committee that facilitated this report's development, including Colorado Nanotechnology Alliance, Castle Rock Economic Development Council, and CH2M HILL

c) Recommendations for improvements or changes to the deliverables:

Enhance the value of the State of Colorado's Talent Development report by providing more regionally targeted data in PY08.

4) Post products, information and reports on the Internet.

a) Accomplishments:

i) Outcomes:

Colorado installed a new version of its Virtual LMI/LMI Gateway software in September of 2008. Additionally, Colorado upgraded to the SQL Enterprise database software on the server to version SQL 2005 necessary for version 9 of Virtual LMI.

The new version of Gateway contains a number of enhancements, e.g. a feature that allows selection of multiple geographic areas in most Labor Market Analysis modules, and a new "Quick Search" feature that allows selection of desired areas, time periods, and industries on one page.

All industry and occupation program data (Quarterly Census of Employment and Wages, Current Employment Statistics, Local Area Unemployment Statistics, Occupation Employment Statistics, Local Employment Dynamics, Projections) were updated on the site per the frequency required for the individual programs (i.e. monthly, quarterly, annually).

Special project reports and presentations by LMI staff were posted on the site. Newly added information was highlighted as "NEW" to improve user recognition.

ii) Conformity to planned milestones:

All milestones were met throughout the year.

iii) Actual aggregate expenditure:

Source of Funds for PY07 Activities:

PY06=\$46,222; PY07=\$50,074
Total Expenditures for PY07 Activities = \$96,296

b) Customer consultations: N/A

c) Recommendations for improvements or changes to the deliverables:

Upgrade to version 10 of Virtual LMI and version 2.4 of the Workforce Information Database in PY08 in order to take advantage of new features included in the upgrade incorporating Business Employment Dynamics and Quarterly Workforce Indicator data.

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

a) Accomplishments:

i) Outcomes:

In partnership with the WDC, delivered 47 training presentations and workshops to develop capacity for using workforce information within the workforce system. Average attendance was over 25 people per session reaching over 1,200 staff at a cost of about \$200 per person, well below market rates. By year-end, contacts and interactions included individuals in workforce center regions all across the state.

At the request of two Workforce Center directors, produced customized reports for the Eastern Region and Southern Region Workforce Investment Board members to address labor market information specific to those geographic areas.

Developed industry brochures "for the Job Seeker" specific to the newly defined Bioscience and Energy industries at the request of our State Workforce Development Council and several workforce centers.

Produced, printed and distributed 130,000 pieces (brochures, training materials, literature) based on Labor Market Information data. The products were provided at an average unit cost of about \$2.00 which included research and analysis, artistic development and printing.

ii) Conformity to planned milestones:

All milestones were met throughout the year.

iii) Actual aggregate expenditure:

Source of Funds for PY07 Activities:

PY06=\$156,276; PY07=\$161,534; Other State Funding=\$85,895

Total Expenditures for PY07 Activities = \$403,705

b) Customer consultations:

Workforce investment board members and workforce center staff continue to review new product prototypes and provide recommendations for continuous improvement.

All workshop participants complete a course evaluation and feedback is

incorporated in a continuous improvement model.

- c) Recommendations for improvements or changes to the deliverables:**
Continue moving toward customized assistance. Rapid response to questions and other Labor Market Information needs from workforce investment board members, workforce center staff and the customers served by those agencies.

Individualized skill development in the use of labor market information with expanding workforce investment board and workforce center customer markets.

6) Conduct special studies and economic analyses.

a) Accomplishments:

i) Outcomes:

Used the Business Employment Dynamics data series generated from Bureau of Labor Statistics' Quarterly Census of Employment and Wages program data to study job creation and job loss in Colorado. This is an important but sometimes overlooked aspect of labor market dynamics. A report detailing the analysis of Colorado data was made available on LMI Gateway.

Provided an analysis of the economic impact of Workforce Investment Act dollars for PY 06 using the modeling tool IMPLAN.

Developed definitions and data sets for several industries, including Bioscience and Energy, in an effort to improve our understanding of the impact of these industries on the Colorado economy. These definitions are being used to fulfill customized data requests to assist in development of industry specific workforce development programs.

Continued participation with the US Census Bureau in the development of the Longitudinal Employer Household Dynamics data program. The most current Colorado data are accessible through LMI Gateway.

Conducted an employer-provided employee benefits survey of 3,000 employers across the state of Colorado. The survey information is useful to job seekers entering the workforce or considering a career change and employers evaluating Colorado as a potential business location or validating existing benefit programs.

In conjunction with the Colorado Nonprofit Association and John Hopkins University, played a key role in the development of data sets pertaining to nonprofits in Colorado. The product of this effort was a report entitled [Return on Investment: The Economic Impact of the Nonprofit Sector in Colorado](#).

Additionally, provided information and data prepared to meet the specific needs of the workforce system, including partners, researchers and other government agencies. Confidentiality agreements were executed as appropriate prior to the release of confidential information for use in statistical analyses.

ii) *Conformity to planned milestones:*

All milestones were met throughout the year.

iii) *Actual aggregate expenditure:*

Source of Funds for PY07 Activities:

PY06=\$78,857; PY07=\$81,511; Other State Funding=\$43,344

Total Expenditures for PY07 Activities = \$203,712

b) *Customer consultations:*

A majority of these activities originate as a direct result of customer consultations.

c) *Recommendations for improvements or changes to the deliverables:*

Continued research of Colorado labor market issues, providing specific audiences with information germane to their employment needs.

Define additional industries important to Colorado including Aerospace and Travel and Tourism.

Source of Funds for PY07 Activities Spending Summary

Total PY06 = \$424,791

Total PY07 = \$453,508

Total Other State Funding = \$129,239

Total Expenditures for PY07 Activities = \$1,007,538