



**Puerto Rico Department of Labor and Human Resources
Research and Statistics Division**

PY09 Workforce Information Grant Annual Performance Report

**July 1, 2010 – June 30, 2011
Deliverables
(Dated 9/30/11)**

NEGOCIADO DE ESTADÍSTICAS DEL TRABAJO

1. CONTINUE TO POPULATE THE WORKFORCE INFORMATION DATABASE WITH STATE AND LOCAL DATA

The database is required from all States and has been in use for years. It is a standardized, electronic national repository for labor market data with a prescribed format.

- Currently, Puerto Rico LMI's webpage is being redesigned in order to improve data access and navigation capabilities (a beta version can be found at <http://www.estadisticaslaboralespr.com/ipc.php> and information on PR LMI is also currently available at <http://www.dtrh.gobierno.pr/estadisticas.asp>)
- We are in the process of updating to version 2.5 of the Workforce Information Database (with in house staff and personnel from our contractor Evertec). As new WID information becomes available, information is updated in the system.
- Core tables in version 2.5 are being defined, and DTRH-IT is in the process of completing the corresponding migration, as they are received.
- All others BLS programs files had been uploaded to WID, these include the estimates from: QCEW, CES, OES, and LAUS.

Action Plan:

- The main point of contact for the NCSC is the state ALMIS Database Administrator, DTRH-IT.
- PR-LMI economists currently do not have access to the entire WID database for the research and analysis activities. We will attempt to establish a validation protocol with our IT staff, in order for economists to be able to review all WID database and reports.
- Development of the in-house access to the WID database will improve deeper knowledge of the database; enhance analytical capabilities of the PR-LMI Group to better serve our LMI users with improved data quality and better query tools. **Technical assistance on technology and programming codes is needed for the efficient use of WID at PR-LMI.**

2. PRODUCE AND DISSEMINATE INDUSTRY AND OCCUPATIONAL EMPLOYMENT PROJECTIONS

LMI occupational projections are used to help identify in demand occupations and anticipated areas of demand. These projections also help in making better decisions to assist the Government of Puerto Rico and local areas in their strategic use of workforce investment funds, looking at

long term transformational industry occupations and opportunities for entrepreneurial investments.

Short Term Projections 2010-2012:

On June 8, 2011, the Short Term Projections final files (third quarter 2010 to third quarter 2012) were sent to Jacqueline Keener from the North Carolina Employment Security Commission, Labor Market Information Division. In August 12, 2011 Neguisse Asfaw via email told that he received the files but the "*submission deadline is extended according to some States requests since their file wouldn't be ready by the time they were told to submit*".

They are waiting to compile all the remaining files from the States to send it to George Putnam from the Illinois Department of Employment Security for review. Neguisse Asfaw agreed to communicate with us when the files were ready to send to the Bureau of Labor Statistics (BLS) for review.

Long Term Projections 2010-2020:

We are updating the Quarterly Census of Employment and Wages (QCEW) data series. The LMI Director, Elda I. Parés sent a request to the Puerto Rico Planning Board asking for projections estimates (2010-2020) of some economic and demographic variables to be used in the projection estimates.

Long Term Projections 2008-2018:

We finalized the Long Term Projections 2008-2018 and sent the final files to Lacey Thomas (BLS) in *December 2010*; we have a call back with the review. These were published and are available in our webpage <http://www.dtrh.gobierno.pr/estadisticas.asp>.

We developed the Long Term Projections 2008-2018 brochure of Education and Training 2008-2018; Industry Projections 2008-2018; and Occupational Projections 2008-2018.

We also designed a brochure of Green Jobs Projections 2008-2018 using the Green Industries identified by the BLS and Green Occupations according to O*Net, and a comparative analysis of the Puerto Rico Green Projections (developed by a private contractor Estudios Técnicos) with the Puerto Rico Long Term Projections 2008-2018. They will be published before year end.

Projections Managing Partnership Summit

During *February 21-25, 2011* in the Marriott Renaissance Arts Hotel New Orleans the two economists in charge of the projections attended the Projection Managing Partnership (PMP) Summit. Some of the topics that were presented are the following: sessions to provide an overview of the state and sub-state employment projections process; the structure of the ETA-funded state projections program; and a discussion of how the program relates to other BLS and LMI activities; and also a review of key methodological approaches for the state projections process. Also they discussed common projections challenges and responses; unique State

challenges encountered during the Projections rounds; current Projections data user feedback; general Projections methodological concerns and potential solutions; analyst feedback on the Projections process; BLS Projections methodology plans and implications for the State Projections program; overview of the PMP LMI improvement grant plans and progress; implications for the State LMI agencies in 2011 and beyond; and ETA investment plans in 2011 and beyond. They also take a training session that reviews the essentials of marketing as they apply to labor market and regional economic analysis research organizations. They explore tools for assessing customer needs, develop the basic framework of a marketing plan, and develop mechanisms for executing the plan developed during the coursework. Don and Key Norton emphasize the no-cost/low-cost marketing efforts designed to increase the usage of LMI in policymaking and the visibility of the LMI program.

Action Plan:

- Continue with the process of training our staff, especially in terms of the use of the updated versions of the software to run the projections, to maintain fulfilling the industrial and occupational projections deliverables. This includes continue the process of communication between our staff and the States to receive technical assistance and expertise to implement the process to assure the production of projection estimates as required specially in basic training of QCEW and OES survey, process add procedures, methodology, interpretation and uses of estimates and more important, the particular characteristics of Puerto Rico.

3. PUBLISH AN ANNUAL ECONOMIC ANALYSIS REPORT FOR THE GOVERNOR AND THE SWIB

ETA requires LMI to publish an annual state economic analysis report to inform workforce development policy and investment determinations by the Governor, the SWIB, LWIBs, and workforce development partners.

Historically PR-LMI had provided the workforce information data. The analytical activities, crucial to the development of this report, were conducted by external contractors, for the last three years this report has been doing with internal resources of the LMI shop.

4. POST PRODUCTS, INFORMATION AND REPORT ON THE INTERNET

Maintain the labor market information on-line application. Continue to expand portal pages targeted towards toward customer groups for relevant information.

Products include workforce publications, surveys and delivery system; most of them are published on the Puerto Rico DOL website, <http://www.dtrh.gobierno.pr/estadisticas.asp>. In addition, many of these products are also disseminated electronically or in hard copy format.

a) Regularly Posted Publications:

- Labor Market Information Newsletter (Quarterly)

- Labor Market Bulletin (Quarterly)
- Labor Market Report for WIA Areas (Annually)
- Tendencies and Perspectives (Quarterly)
- Industrial Composition by Municipalities (Quarterly)
- Unemployment by Municipality (Monthly)
- Significant Lay-offs (Quarterly)
- Jobs and Salaries by Municipalities and Industry
- Business Employment Dynamics (BED) (Quarterly)
- Employment and Unemployment in Puerto Rico (Monthly and Annually)
- Women's participation in the Labor Force (Annually)
- Consumer Price Index in Puerto Rico (Monthly)
- Employment Statistics by Occupations (Annually)
- Non-agricultural Wage Employment in Puerto Rico (Monthly)
- Occupational Injuries and Illnesses Survey (Annually)
- Census of Fatal Occupational Injuries (Annually)
- Occupational Skills Survey (Annually)
- Monthly Statistical Unemployment Insurance Report (Monthly)

The LMI shop offered the following conferences during PY2010:

- *A Tool of Information for Labor Force in Puerto Rico* (for the Employment Security Bureau)
- *Workshop of Occupations Analysis* (for the Employment Security Bureau)
- *Bureau of Labor Statistics Surveys* (for the Puerto Rico Institute of Statistics and for the University of Puerto Rico – Humacao)
- *Occupations and the World of Labor* (for the Department of Corrections)
- *Industrial and Occupational Projections 2008-2018* (for the Puerto Rico Institute of Statistics)
- *The World of Labor* (for the María Cadilla School)
- *Labor Market for Veterans* (for the Employment Security Bureau)
- *Labor Market Dynamics* (for Job Corps)
- *Labor Market in Puerto Rico: Past, Present and Future* (for PR Polytechnic University)

Action plan:

- We are in the process of redesigning the LMI webpage (a beta version can be found at <http://www.estadisticaslaboralespr.com/ipc.php> and information on PR LMI is also currently available at <http://www.dtrh.gobierno.pr/estadisticas.asp>)

5. PARTNER AND CONSULT WITH WORKFORCE INVESTMENT BOARDS ON A CONTINUING BASIS

Accomplishments:

- Through the planned use of customer satisfaction (CS) data, obtained from our CS survey process, targeted customer surveys. The Division continues to be positioned to respond to customer insights and expected outcomes that will result in more customer-focused and demand driven products and information services.
- We have had several meetings with academic labor research professionals to share and analyze labor market information for future publications.
- We have developed partnership with government agencies, private institutions, and non-profit organization to develop the green market occupational profile in Puerto Rico.

6. CONDUCT SPECIAL STUDIES AND ECONOMIC ANALYSIS

In December 2009, the Puerto Rico Department of Labor (PRDOL) received the approval of the Labor Market Information Improvement Grant (**Green Jobs**) to develop a statistical and research information system necessary for the decision making process in the development of the green industry.

Other action Items:

- **Local Employment Dynamics (LED)** tool: Puerto Rico signed the agreement with the US Census, provided all the historical files as required, and for the last two years we had transmitted quarterly files to the LED group. As of today, PR-LMI awaiting the results from LED group.
- Establish an LMI advisory committee.

We are aware of the importance of the employment, occupational, and other data that we collect and develop, commonly referred to as Labor Market Information (LMI), especially in terms of measure and to reflect the reality of the labor market and the economy. This information is necessary to design policies and strategies to improve the working situation, and to our users because this is essential for career decision-making and for establishing workforce-training opportunities and economic development strategies.