Workforce Information Grant, PY 2018
Annual Performance Report
Minnesota Labor Market Information Office

Grant Goals and Strategies

Grant Goal: Develop and disseminate essential state and local labor market information for job seekers, employers, educators, and others.

Customer Groups: Customer groups include job seekers; businesses/employers; workforce and labor market intermediaries including employment, school and career counselors; program and service planners at educational institutions and community-based organizations; policy makers including state and local workforce development boards; partners including economic development entities and human resource professionals; and other customers including recipients of workforce development grants, researchers, commercial data providers and the media.

Deliverable 1. Workforce Information Database (WIDb)

Status
Continue to populate, maintain, and update the WID, and to provide related staff training.

Time Line: Ongoing
PY2018 Status: Complete
Web address: https://mn.gov/deed/data/data-tools/

Description
This deliverable is integral to the goal of disseminating LMI information and helps us to be able to quickly and easily develop new and maintain existing data tools. We also use the WIDb to pull data for research, reports, special requests and presentations. Lastly we give other organizations, including Minnesota State and Metro Council, direct access to our publically available data through the WIDb. Tables that have been updated over the past year include the following:

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Training on the WID was provided to staff as needed.

Deliverable ii. Industry and Occupational Projections

Status
Continue to develop and post quarterly short-term forecasts and produce 2-year short-term forecasts

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Develop and post 2016-2026 long-term regional projections

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Description
We produced 2016-2026 long-term regional employment projections and 2-year forecasts as the national production schedule dictates. We also produced and disseminated one-year forecasts on a quarterly basis. These are posted on our website.

Long-term projections are one of our most popular data products and are incorporated into a number of career information products including our new Career and Education Explorer tool. Employment projections are also included in Occupations in Demand and our OES detailed occupation pages which link from the OES as well as JobSTAT tools.

Deliverable iii. Annual Economic Analysis and Other Reports

Status
Produce annual economic analysis: June 2019 issue of Minnesota Economic Trends.

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Produce 4 issues of Minnesota Economic Trends

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Produce 12 issues of Minnesota Employment Review which includes LAUS, CES, business incorporations, residential building permits, purchasing managers’ index, and help wanted advertising and other data of interest as appropriate, as well as feature articles and regional spotlights.

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**Description**

We publish two periodicals, our monthly *Minnesota Employment Review* and quarterly *Minnesota Economic Trends*. Review is an opportunity to compile our monthly data and provide monthly and annual analysis for customers. This is also where we publish our Minnesota and U.S. Leading Index and 10 economic indicator data series, which includes business incorporations, residential housing permits, and the purchasing managers’ index among others. We include a Regional Spotlight in every other issue on a topic of regional interest. Topics range from regional economic and workforce initiatives, to population and labor force, to career information. We also run a monthly feature article or two on topics of interest.

The *June 2019 Trends* issue, our annual state-of-the-state report, provides an overview of the Minnesota economy and takes a close look at each of the state’s six major regions. At the midway point of 2019, one issue continues to dominates the conversation: the search for workers. The state set a fourth-quarter record with nearly 136,900 job vacancies late last year and had more open jobs than unemployed people to fill them. Employers in virtually every industry in the state were scrambling to fill vacant positions. The regional articles document a variety of industries and labor force demographic trends issues around the state.

Some of the other PY18 Trends and Review issues cover the following topics:

**The Impact of Automation**: This article leverages the Information Technology & Innovation Foundation (ITIF) analysis of occupations and its index of how ‘at risk’ each occupation is of being impacted by automation. The ITIF analysis is a plausible, middle-of-the-road assessment of how technology will impact different occupations.

**More Signs of a Tightening Labor Market**: Explores trends in U-6 measures of unemployment in Minnesota.

**How Do the Dayton Years Compare to Previous Administrations?**: Provides a retrospective on Minnesota’s last governor’s term compared to those who came before in terms of labor market measures.

**The Labor Force in the Laboratory**: Explores careers in medical laboratories in Minnesota.

**Racial Disparities Through Recession and Recovery**: Analyzes how race was a factor in the ability of students to find employment after leaving higher education during and after the Great Recession.

**Economic Status of Minority Women in Minnesota**: Explores the relationship between race, education and employment among women in Minnesota.

**Unique Occupations in the Twin Cities Metro**: Explores occupations with a high concentration of employment in the Twin Cities compared to Minnesota as a whole.

**Gender Pay Gaps in the Twin Cities and Greater Minnesota**: Explores pay gaps among college completers and what the data shows is behind them.
Different Abilities in the Workplace: Looks at workers with disabilities in Central Minnesota.

Sugar Manufacturing in Northwest Minnesota provides an industry profile.

Workforce Shortages in Minnesota’s Early Learning Industry is an industry profile that also documents the shortage conditions in the industry across the state.

iv: Customer Consultations

The following activities are funded through a combination of ETA and state funding.

Status

NEW Occupational Employment Statistics (OES) tool
Time Line: NEW OES data tool
PY2018: Released November 2018
Web Address: https://apps.deed.state.mn.us/lmi/oes

Regional Labor Markets Portal
Time Line: Updated and additional content
PY2018 Status: Complete
Web Address: http://mn.gov/deed/data/regional-lmi/

Customer Satisfaction and Feedback Survey PY2018
Time Line: Annual
PY2018 Status: In progress
Web address: Most recent report summarized in Appendix A

Description

Customer consultations in PY2018 included the following:

- LMI consolidated customer feedback on the OES data tool and used it to develop a new tool that has search and display on one wage. Published in November with ongoing updates and maintenance through the program year.

- The LMI Regional Analysis staff continue to work closely with the state and local WIBs on regional and local planning. One of the products that is guided by these customer consultations is the Regional Labor Market Portal. Additional content was added in PY2018 including regional Workforce Path to Success profiles.

- The LMI summary information from the Employer Satisfaction survey for October 2017 through September 2018 (2019 is not yet available) is included in Appendix A. In summary: Overall 99 percent felt that the product prepared by an LMI Office regional analyst was useful to them, a client, or their organization.

v. Activities Undertaken to Meet Customer Needs

The following activities are funded through a combination of federal (including WIG, BLS and other grants) and state funds.

Status

Update Occupations in Demand (OID) statistics
Time Line: Annual in June
PY2018 Status: Complete
Web address: http://mn.gov/deed/oid

Conduct Job Vacancy Survey, produce statistics and highlights
Time Line: Published September 2018 and March 2019
PY2018 Status: Complete
Produce Regional Occupational Employment Statistics
Time Line: Updated May 2019
PY2018 Status: Complete
Web address: http://mn.gov/deed/oes

Produce Minnesota Business Employment Dynamics
Time Line: Updated quarterly
PY2018 Status: Complete
Web address: http://mn.gov/deed/QCEW

Give presentations and trainings to local WIBs, AJC staff and others as requested
Time Line: Ongoing
PY2018 Status: Complete
Web address: http://mn.gov/deed/data/talk-to-experts

Respond to WIB, DEED staff, media, legislative, governor’s office, commissioner requests and other customers’ requests
Time Line: Ongoing
PY2018 Status: Complete
Web address: http://mn.gov/deed/data

LMI telephone and email Helpline
Time Line: Ongoing
PY2018 Status: Complete
Web address: http://mn.gov/deed/data/talk-to-experts/

Keep customers updated on our products and services
Time Line: Ongoing
PY2018 Status: Complete
Web address: http://mn.gov/deed (“subscribe for email updates” in page footer)

Produce monthly economic analysis and highlights for website, commissioner, governor's office, media and public
Time Line: Monthly
PY2018 Status: Complete

Maintain and enhance LMI website
Time Line: Ongoing
PY2018 Status: Ongoing
Web address: http://mn.gov/deed

Description

The Occupations in Demand web tool, developed a number of years ago in collaboration with the Dislocated Worker Program and the Youth Services unit, uses JVS data as well as UI Stats and OES. These data, updated annually, are used by Dislocated Worker counselors as well as the Career and Education Explorer tool and the new CareerForce website.

The Job Vacancy Survey is a major undertaking during second and fourth quarters of every year. Our sample of 10,000 units biannually allows us to produce statistics for 20 industries, about 750 occupations, 13 substate regions and 4 size classes. We publish data as well as a summary of findings on our website.

Our econometrician compiles Business Employment Dynamics (BED) which measures gross job gains and losses at Minnesota establishments and tracks changes in employment at the establishment level, including establishment openings, closings, expansions, and contractions. These data are derived from the Quarterly Census of Employment
and Wages (QCEW) program, linked across quarters to give a longitudinal history for each establishment that allows for tracking employment changes over time at each establishment. BED statistics are available on a quarterly and annual basis by detailed industry at the state, regional, county, and city levels. These statistics provide very detailed information on the dynamics inherent in the Minnesota labor market.

The LMI Office handles media, governor’s office, commissioner and legislative requests as well as questions from the general public. Requests range from short interviews or requests for data to longer-term research projects including number of people and employers impacted by an increase in the minimum wage, number of green jobs, and prospects for youth summer employment. LMI and regional analysts handled 2,593 requests in PY2018.

Regional Analysts and others gave 302 presentations and trainings for close to 9,000 people in PY2018. Training recipients included local WIBs, AJC staff and others.

We continue to maintain our website with the most current data and analysis. All publishable data are available for viewing, querying and downloading, and all published analysis as well as many presentations, are available on our website. In PY2018, the LMI portion of the DEED website received 471,025 unique pageviews. Customers can receive updates on new data availability through an email subscription service called GovDelivery. We currently have 13,692 subscribers for Labor Market Updates and Local Look regional LMI newsletters. We have another 721 for snail-mail hardcopies of Trends and Review.

Besides routine maintenance, we have been working to make every report and tool on the website accessible to screen readers and the visually impaired, as state statute requires. This is an ongoing project.

vi. New Tools and Resources

New tools and resources are covered in section iv Customer Consultation because all new tools and resources came out of consultations, partnerships and collaboration with our customers. Moreover, all new tools and resources are funded with a combination of federal (mostly grant) and state funds as well as through partnerships with DEED’s Workforce Development Division.

vii. Efforts to Create and Support Partnerships and Collaborations

Status

Collaboration and consultation with state and local and state WIBs
  Time Line: Ongoing
  PY2018 Status: Complete

Collaboration with Minnesota State
  Time Line: Ongoing
  PY2018 Status: Complete
  Web address: https://mn.gov/deed/data/data-tools/graduate-employment-outcomes/

Collaboration with Minnesota Dept. of Human Services to address the Personal Care Aides workforce shortage
  Time Line: Ongoing
  PY2018 Status: Collaborated to complete and submit recommendations report to Olmstead Committee
  Not available website

Collaboration with City of St. Paul, Minneapolis and Federal Reserve Bank of Minneapolis on minimum wage study
  Time Line: Ongoing
  PY2018 Status: Collaborated to draft a data sharing agreement
  Study ongoing, results not yet available

Collaboration with B8 and Governor’s Children’s Cabinet on early learning workforce issues
  Time Line: Ongoing
  PY2018 Status: Ongoing
Description
The RAs provide presentations and complete special requests on demand for a wide range of audiences including employer groups, workforce development and economic development groups, students, job seekers and job counselors, WIBs and many others. They also provide about 50 LMI training sessions annually for Workforce Center and partner staff. The Regional Analyst staff were almost entirely supported by the Workforce Development Division in PY2016.

Our SWAs, SWIB and LWIBs rely on the production and dissemination of regional labor market information for strategic planning. Using the LEWIS system, we produced regional OES, regional projections, and regional job vacancy survey statistics. These data sets are used in economic and workforce development planning. They are also used in career information including Career and Education Explorer.

The Regional Labor Market Portal and Regional Profiles are an effort to support these partnerships. The profiles are used by WIBs, businesses and others for planning and grant applications.

We work with the Minnesota State to support efforts toward better understanding the labor market outcomes of their students by school and program of study. We continue to collaborate with Minnesota State on training on how to use the Graduate Employment Outcomes tool for program planning.

We are currently collaborating with the Department of Human Services and the Department of Health to address the shortage of Personal Care Aides in Minnesota. This critical shortage is hampering the ability of disabled and elderly people to living and work within their communities and stay in their homes. During this program year we developed a report on PCA access to health insurance and presented it to the Olmstead Subcabinet.

We have been asked to partner on efforts to expand the supply of quality child care in Minnesota. We provided testimony at a House hearing on the early learning workforce and participated in initial meetings of the Governor’s Children’s Cabinet.

We provide brochures for UI to send out to job seekers. Finally, we have a strong working relationship with the staff of the GWDB (SWIB) and regularly present at their meetings. We plan to continue to build these partnerships.

viii. Activities to Leverage LMI-WI Funding
Description
- Participation in grant applications and grant work
  - Workforce Innovation Fund grant, CareerForce website
  - SLEDS Grant
- Continuation of Minnesota legislatively appropriated funding for website enhancement and tool development
- Funding for Regional Analysts through WIOA funds.

LMI continued work with the WIF grant coordinators, the Workforce Division of DEED and MNIT staff to and IT contractors to build the new CareerForce website. The tool is being built for career explorers, jobs seekers and employers.

LMI also participated with MN Department of Education, Minnesota Office of Higher Education and others on a SLEDS grant application which was awarded to Minnesota in early PY2015. We are using the funding to develop and roll out a workforce supply/demand tool.

State funding for LMI was approved for PY2018-20 at the level of $250,000 per year. Work includes the Cost-of-Living data set and website, Graduate Employment Outcomes tool maintenance and enhancements, and continued enhancement of the Career and Education Explorer and other LMI data tools.
Recommendations to ETA for Changes and Improvements to WIGS Requirements

Description

We have two recommendations:

- Some of our customers have identified an update to the Employee Benefits Survey as a serious need in Minnesota. The last survey we ran was 14 years ago and customers feel that the data are getting stale. Moreover, the Affordable Care Act dramatically changes the picture for employee health benefits. This survey is a major undertaking and we currently simply do not have the staffing resources to do the job adequately while continuing to do the other work that customers have come to expect. We are currently seeking other support. We urge ETA to support states in their efforts to run an employee benefit survey using the methodology developed and tested by the ETA supported Employee Benefits Consortium for this complex survey.

- Provide supplemental support for workforce alignment projects such as a job vacancy survey and skills gap surveys. Workforce alignment continues to be the important labor market topic of the day and yet very little data or good methodology exists. Much of what is reported as fact and used in workforce planning is based on anecdote rather than fact because data have not been collected and compiled in a systematic way. Supplemental funding at this point could lead to a better informed debate and ultimately better decision making around workforce alignment.
DEED Employer-Customer Satisfaction Survey – Labor Market Information Users

These results are for two groups of employers who identified themselves as having obtained labor market information from a DEED representative, the internet, or a publication. The two groups were employers who posted job orders and employers who were visited by DEED business service representatives.

Results of the survey show that:

Ninety-nine percent of respondents felt that the LMI Regional Analyst who helped them understood what they were asking for (responded well or very well). Ninety-nine percent were satisfied or very satisfied that the information was presented in a clear and understandable manner. Ninety-nine percent of respondents said that they were either very satisfied or satisfied that the product prepared by the LMI regional analyst was useful to the respondent, their client or their organization and 66 percent used it to make a decision.

Overall, 99 percent of respondents would either definitely or probably recommend an LMI Regional Analyst to a colleague who needed labor market information. The average MnSCI score is 92.2.