Introduction

Regardless of the labor market information (LMI) shop’s roles, responsibilities, scope and location within state government, a state’s LMI shop can produce incredibly valuable products and services for their customers. The examples of Utah, Michigan and Washington demonstrate how.

State LMI shops are crucial assets to state workforce development, education and training, and economic development efforts. The roles and responsibilities of each shop vary by state. Some are focused solely on producing labor force statistics in partnership with the U.S. Bureau of Labor Statistics, and disseminating key workforce and labor market information under the U.S. Department of Labor’s Education and Training Administration’s Workforce Information Grants. Others are also responsible for a wider range of operational and performance data, which can include a state’s Unemployment Insurance (UI), One-Stop, Temporary Assistance for Needy Families (TANF), child support, food assistance, and other programs. The organizational structure and placement within state government also vary by state. Some are housed within the state workforce agency, while others are housed in a separate administrative agency. State workforce agencies themselves can also vary in scope, with some including health and human services programs.
Michigan Bureau of Labor Market Information and Strategic Initiatives

Where is the LMI shop? The Bureau of Labor Market Information and Strategic Initiatives (The Bureau or LMISI) is within the Department of Technology, Management and Budget (DTMB). The Director reports to the DTMB Chief Deputy and to the State Budget Director. The Bureau administers Michigan’s federal-state cooperative agreements with the Bureau of Labor Statistics (BLS) and the U.S. Census Bureau, and handles the Workforce Information Grant (WIG). Because the Bureau is not organized within the Michigan Talent Investment Agency (TIA), they are treated as a high-priority customer, a relationship formalized through an interagency agreement.

What are the LMI shop’s sources of funding? The Bureau has four main funding sources: BLS, U.S. Employment and Training Administration (ETA), TIA, and State General Fund. About two-thirds of Bureau funds are federal funds, with the remaining third coming from interagency agreements and dedicated funds to support labor market and demographic information.

What are the biggest obstacles for LMI shops in serving their customers? One of the biggest obstacles in serving our customers is striking a balance between our role as the “official source” for demographic and labor market information and customer expectations which often call for very specific or very local information delivered immediately and in user-friendly, attractive packages. This is complicated further by vendors that package and sell our demographic and labor market information that, after being run through proprietary methodology, claims to be accurate for very specific or very local requests.

What are the biggest successes for LMI shops in serving their customers? One of our biggest successes came from facing this obstacle head-on. By building a web-based tool that rolled our “official” data into customizable infographics for regions, occupations, industries, and industry sectors we were able to show proof of concept and garner additional support for the development of a mobile app (due out in March 2017). In addition, we are designing a regional dashboard using Tableau.

What changes to federal law/regulation would make serving LMI customers easier? Modernizing federal-state cooperative agreements and grant requirements would make serving customers easier. In doing so, we would like to see more funds available to states to build and maintain longitudinal data systems and to develop interactive tools that better meet the needs of the workforce system.
Utah Workforce Research and Analysis Division

Where is the LMI Shop? The Workforce Research and Analysis (WRA) Division is part of Utah’s Department of Workforce Services (DWS). DWS is one of the nation’s most integrated state workforce agencies, overseeing UI, Workforce Innovation and Opportunity Act (WIOA), Wagner-Peyser, Supplemental Nutrition Assistance Program (SNAP), Medicaid eligibility, TANF, Housing, and Refugee Services. The WRA director reports to one of two deputies under the agency’s executive director. WRA administers the BLS federal-state statistics programs, the ETA’s WIG, federal and state reporting for all program administered by DWS, and all in-depth research pertaining to the state’s labor markets and workforce programs.

What are the LMI Shop's Sources of Funding? WRA is funded by the BLS, the WIG, and the funds associated with the programs upon which we report. WRA is also a partner in Utah’s Statewide Longitudinal Data Systems (SLDS) grant program and receives some funding for the work done in support of the grant.

What are the biggest obstacles for LMI shops in serving their customers? Customers’ appetite for easy-access to specialized data has grown well beyond the bounds of the grants that fund us, both in volume and sophistication. While we are funded to deliver analysis on aggregated data in synthesized and accessible manner, data customers are evolving and now more than ever seek instead to gain access to microdata. Additionally, they often wanted it enhanced by other datasets through linkages. Funding to provide datasets, along with the privacy protections that govern the data, become obstacles to meeting our customers’ expectations.

What are the biggest successes for LMI shops in serving their customers? Our biggest successes fit into two categories: delivering the best analysis possible through strong relationships with the workforce development staff in DWS, and utilizing data visualization tools to increase the effectiveness of data delivery. Investing time into these two efforts has paid off immensely in ensuring that we deliver what the customer wants with specificity, and in empowering our customers to access the data they need in the most nimble manner possible.

What changes to federal law/regulation would make serving LMI customers easier? Federal law has not kept up with the data appetites of customers. Regulations that focus less on method and more on outcome would allow states to adapt their approach to the evolving needs of today’s data users.
Washington Labor Market and Performance Analysis Division

Where is the LMI shop? The Labor Market and Performance Analysis (LMPA) Division is located within the Washington State Employment Security Department (ESD), which is Washington’s state workforce agency. The Director of LMPA reports directly to the Commissioner of ESD. LMPA is responsible for BLS current labor force statistics programs, requirements of the WIG, operational and performance data and analysis for both the UI and One-Stop systems, and more in-depth research and program evaluation.

What are the LMI shop’s sources of funding? LMPA’s sources of funding include the BLS, the WIG, Workforce Data Quality Initiative (WDQI) grant (through June 2018), UI administrative funds, Wagner-Peyser funds, Foreign Labor Certification funds, and state dedicated funds.

What are the biggest obstacles for LMI shops in serving their customers? One of the biggest obstacles in serving our customers is keeping up with technology. Our customers expect to access information through the most advanced technology, which changes rapidly. Currently, customer expectations include interactive and customizable graphics and information and graphics easily accessible on tablets and smartphones. It is difficult to keep up with the latest technology with existing funds when our customers are routinely accessing services and information via cutting edge technology in their personal and professional lives.

What are the biggest successes for LMI shops in serving their customers? One of the biggest successes has been investing in technology. This has specifically included purchasing Tableau licenses so that we could add interactive, customizable features to our website. This has required not only an investment of funds to purchase the licenses, but also an investment of staff time to learn how to use the application. This has more than paid off as it has allowed us to create products that our customers value, and return to.

What changes to federal law/regulation would make serving LMI customers easier? It would be easier to serve our customers if we didn’t have to “check the boxes” of the mandatory WIG deliverables. Additional flexibility would allow us to make the very most of critical funds to develop new tools and information, and share those with our customers.
Examples of Michigan State Tools

(1) Occupation Report

<table>
<thead>
<tr>
<th>Welders, Cutters, Solderers, and Brazers (51-4121)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Job Titles:</strong> Fabricator, Welder, Welder-Fitter, Welder/Fabricator</td>
</tr>
</tbody>
</table>

### Employment
- Total Employment, All Occupations: 4,146,600
- Total Employment, Occupation 51-4121: 11,630
- Jobs per 1000 in Michigan: 3
- Michigan Location Quotient: 1.0

### Earnings
- 25th Percentile: $11
- Median: $14
- 75th Percentile: $28
- 90th Percentile: $21

### Program Completers
- Program Levels: 434
- Less than Associate’s: 58%
- Associate’s: 32%
- Bachelor’s: 0%
- Master’s and Above: 0%

### Real-Time Demand
- Online Advertised Vacancies: 302
- Change in Vacancies (2015 - 2016): -52%

### Long-Term Job Outlook (2014-2024)
- # Growth: 1,200
- % Growth: 9%

### Education / Training Requirements
- Education Required for Entry: High school diploma or equivalent
- Related Work Experience Required: None
- On-the-Job Training Required: Moderate-term on-the-job training

### Skill / Knowledge Requirements
- **Skills**
  - Critical Thinking
  - Operation and Control
  - Reading Comprehension
  - Monitoring
- **Knowledge**
  - Mechanical
  - Design
  - Production and Processing
  - Engineering and Technology

### Demographics
- % Female: 5%
- % Male: 95%

### Key Industries
- Fabricated metal product manufacturing
- Machinery manufacturing
- Transportation equipment manufacturing
- Repair and maintenance
- Administrative and support services

*Source: Bureau of Labor Statistics, data for United States*
(2) Region Report

Detroit Metro
Macomb, Oakland, Wayne counties

Population and Demographics
- Percent of Michigan Population: 39.0%
- Population Change
  - 2000-2015: -177,787
  - 2014-2015: -1,062
- Population Age
  - Under 16: 20.0%
  - 16-64: 65.0%
  - Over 65: 14.9%

Labor Force
- Labor Force (2015): 1,792,030
- Percent of State Labor Force: 37.7%
  - Employed: 1,680,570
  - Unemployed: 111,460

Region Report

Labor Force and Jobless Rate, 2011-2015

Jobless Rate
- 2015 Annual Average: 6.2%
  - Change 2014-2015: -2.1%
  - Change 2009-2015: -8.9%
  - Michigan 2015 Average: 5.4%

Wages
- Median Hourly Wage (2015)
  - Region: $18.57
  - Michigan: $17.02
- Region 29 Wage Range (25th - 75th Percentile)
  - $9.18 - $47.02

Private Sector Employment
- Jobs (Second Quarter 2014): 1,526,890
  - Change Over Year: 19,600 (1.3%)
  - Change Since 2009: 171,500 (12.7%)

Major Industries by Employment
- Professional and technical services: 168,230
- Food services and drinking places: 125,310
- Administrative and support services: 121,240
- Transportation equipment manufacturing: 94,740
- Hospitals: 91,330

Long Term Projections
- Annual Openings: 59,855
- Annual Openings due to Growth: 18,403

Top Occupations by Annual Openings due to Growth
- Home Health Aides: 715
- Team Assemblers: 579
- Combined Food Preparation and Serving Workers, Including Fast Food: 472
- Registered Nurses: 470
- Customer Service Representatives: 415

Real-Time Demand
- Online Job Advertisements: 81,858
  - Change Over Quarter: 0.3%
  - Change Over Year: 8.0%

Top Advertising Employers
- Beaumont Health System
- St. John Providence Health System
- FCA US LLC
- Henry Ford Health
- Oracle

State of Michigan
Department of Technology, Management, and Budget
Bureau of Labor Market Information and Strategic Initiatives
(3) Mobile LMI

**Summary for November 2016**

<table>
<thead>
<tr>
<th>Rate</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.9%</td>
<td>28</td>
</tr>
</tbody>
</table>

**Monthly Change**

<table>
<thead>
<tr>
<th>Since July 09</th>
<th>Since Dec 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>-5.1%</td>
<td>-9.8%</td>
</tr>
<tr>
<td>-0.2%</td>
<td>-6.3%</td>
</tr>
</tbody>
</table>

**Highlights**

Michigan's seasonally adjusted unemployment rate rose to 4.9 percent. At its current level, Michigan's jobless rate is lower by 6.2 percentage points since December 2010...
Example of Utah State Tools

(1) Occupational Comparison Dashboard
(2) Site Selection Tool

Utah Site Selection Tool

Salt Lake County Population Demographics

Last Updated: 12/2016

Area: Salt Lake County

2011-2015 Population Age Tree

Educational Attainment

<table>
<thead>
<tr>
<th>Individuals</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 9th grade</td>
<td>24,777</td>
</tr>
<tr>
<td>9th to 12th grade</td>
<td>44,582</td>
</tr>
<tr>
<td>High school</td>
<td>151,131</td>
</tr>
<tr>
<td>Some college</td>
<td>171,222</td>
</tr>
<tr>
<td>Associate’s degree</td>
<td>58,771</td>
</tr>
<tr>
<td>Bachelor’s degree</td>
<td>137,986</td>
</tr>
<tr>
<td>Graduate degree</td>
<td>75,382</td>
</tr>
<tr>
<td>Grand Total</td>
<td>663,851</td>
</tr>
</tbody>
</table>

School Enrollment

<table>
<thead>
<tr>
<th>Students</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preschool</td>
<td>21,013</td>
</tr>
<tr>
<td>Kindergarten</td>
<td>17,048</td>
</tr>
<tr>
<td>Grade 1 to grade 4</td>
<td>69,294</td>
</tr>
<tr>
<td>Grade 5 to grade 8</td>
<td>66,264</td>
</tr>
<tr>
<td>Grade 9 to grade 12</td>
<td>64,789</td>
</tr>
<tr>
<td>College, undergraduate</td>
<td>69,226</td>
</tr>
<tr>
<td>Graduate school</td>
<td>14,500</td>
</tr>
<tr>
<td>Grand Total</td>
<td>322,114</td>
</tr>
</tbody>
</table>

Components of Population Change

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
</tr>
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<tbody>
<tr>
<td>Natural Increase</td>
<td>12,072</td>
<td>12,011</td>
</tr>
<tr>
<td>Net Migration</td>
<td>-673</td>
<td>2,709</td>
</tr>
<tr>
<td>Change</td>
<td>10,400</td>
<td>14,428</td>
</tr>
</tbody>
</table>
(3) Teacher Salary Comparison Tool

Cumulative and Ratio Analysis of Wages- Adjacent Counties in States Bordering Utah

Cumulative Difference

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>BA</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MA</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Wage Ratio

<table>
<thead>
<tr>
<th>Degree / Group</th>
<th>Step</th>
<th>Equilizing WR</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SLC Vs. Uinta</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tooele Vs. Elko</td>
<td></td>
<td></td>
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<tr>
<td>Washington Vs. Clark</td>
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</tbody>
</table>

Definitions:

- Wage Rate (WR): Wage rate of base county at the nth step / wage rate of compared county at the nth step * 100
- Example: Rural vs. BA, Step 1 SLC & Uinta = (357161/357161) * 100 = 100.

- Equilizing WR: The ratio at which the wages across counties are equalized (100). At the point, there would be no movement from wages to attract.

- Assumptions:
  - Equalization (E): Due to the geographic and spacialization of the county compared, the wage rates would not be equalized.
  - Cost of Living (C): Cost of living rates are utilized in the analysis.

Data:

- Comparison of wages were conducted by utilizing published salary schedules for the aforementioned counties, for the school year (effective) of 2015-2016.
Examples of Washington State Tools

(1) Employment Report

Monthly employment report

The monthly employment report is a comprehensive report on Washington's job market. We report the unemployment rate statewide and for the nation, the number of people in Washington's workforce and the number of jobs by industry. Open the current monthly employment report (PDF 1249 KB), or for county-level data, see the map below of county unemployment rates. Alternate measures of labor underutilization (U6) are discussed here.

The Labor force by county snapshot can be accessed here and additional reports in the report library.
Washington gained 3,600 jobs in November, unemployment rate drops to 5.3%. The U-6 unemployment rate, 4th quarter 2015 through 3rd quarter 2016, is 10.7%.
(2) Occupation Tool

Learn about an occupation tool

Use this tool to search for or select an occupation title to get a job description, educational requirements, pay, employment trends and resources, or to explore careers. Filter by county or Washington state. The Occupations in Demand (OID) list is the key component in the "Learn about an occupation tool." Click here for detailed information about the list.

Workforce Development Councils - maintenance of the OID list:

Please send any updates and/or feedback you have for the Occupations in Demand list to Robert Haglund (LMIA) who will update the list for you.

<table>
<thead>
<tr>
<th>Demand</th>
<th>SOC#</th>
<th>Occupation Title</th>
<th>Workforce Development Area</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>111011</td>
<td>Chief Executives</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>111021</td>
<td>General and Operations Manager</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>112021</td>
<td>Marketing Managers</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>112022</td>
<td>Sales Managers</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>112031</td>
<td>Public Relations and Fundraising Managers</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>113011</td>
<td>Administrative Services Manager</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>113021</td>
<td>Computer and Information Systems Managers</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>113051</td>
<td>Financial Managers</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>113061</td>
<td>Purchasing Managers</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>113071</td>
<td>Transportation, Storage, and Distribution Managers</td>
<td>Snohomish WDA: Snohomish county</td>
</tr>
<tr>
<td></td>
<td>113121</td>
<td>Human Resources Managers</td>
<td>Snohomish WDA: Snohomish county</td>
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