

Workforce Information Grant Activities Minnesota's PY 2022 Annual Performance Report

Deliverable 1. Workforce Information Database (WID 2.8)

Description

Tables that have been updated in version 2.8 over the past year include the following:

Table name	Supplier
ces	MN-LMI
demographics	Census
esdata	QCEW
industry	MN-LMI
iomatrix	MN-LMI
iowage	MN-LMI
jvsaddit	MN JVS
labforce	MN-LMI
oid	NULL
QED	WageRecords-DPS
stfirms_mn_annual	MN-LMI
stfirms_mn_quarter	MN-LMI
t_ces_Disc	MN-LMI
t_es_Dates	MN-LMI
t_es_Geog	MN-LMI
t_es_NAICS_BED_disc	MN_LMI
t_es_Totals	MN-LMI
t_jvsaddit	MN JVS
t_laus_Disc	MN-LMI
t_proj_IOMatrix_Disc	MN-LMI
t_ui_Disc	MN-LMI
uiclaims	MN-LMI

Training on the WID was provided to staff as needed throughout the year.

Customer Consultation

Consultation on the WID is with the ARC. One MN LMI staff participates on the ARC national committee.

Customer Needs Met

This deliverable is integral to the goal of disseminating LMI information and helps us to quickly and easily develop new and maintain existing data tools. We also use the WIDb to pull data for research, data visualizations, reports, special requests and presentations. Lastly, we give other organizations, including Minnesota State and Metro Council, direct access to our publicly available data through the WIDb.

Customer groups served by this deliverable 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.

Partnerships and Collaboration/Leveraged Funding

This activity supports collaboration but not leveraged funding. To the extent that the LMI website is built off the WID, the WID is foundational to most collaborations that LMI engages in. For example, Minnesota collaborates with Minnesota State (colleges and universities) on education planning as well as high school education planners around the state, policy makers including state and local workforce development boards, the Governor's Workforce Development Board and nonpartisan state legislative researchers. We also collaborate with economic development entities including the Center for Rural Policy and Development and human resource professionals.

Deliverable ii. Industry and Occupational Employment Projections

Description

The 2020-2030 sub-state long-term industry and occupational employment projections and 2-year forecasts through 2024 are both complete. We also produced and disseminated one-year forecasts on a biannual basis. Projections and forecasts as well as a data visualization are available [here](#).

Customer Consultation

LMI works with local workforce boards and DEED's workforce development teams to develop visualizations, maintain and enhance data tools and disseminate information that is useful and easy to understand. The [Occupations in Demand](#) and the [Career and Education Explorer](#) both display substate occupational employment projections and both were developed with and for job counselors and career seekers.

The [Career Pathways Tool](#) was developed in consultation with high school and college career counselors to better meet the needs of students through Minnesota. This tool is designed to use employment projections as well as other occupational information structured in a way that makes sense to students and teachers for career and education planning.

Customer Needs Met

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 as well as the new [Career Pathways Tool](#). These tools are used across the career counseling spectrum including high schools, colleges, CareerForce staff and partners. They are also used by the WIBs for planning.

Short-term one-year quarterly forecasts were of particular interest and importance during the pandemic period and continue to be of high interest. These forecasts have been used to inform the Commissioner, the Governor's team, legislature, WIBs and other policy makers about the likely course of job loss and recovery in Minnesota and which industries and occupations are most impacted and what their recovery trajectories might look like.

Collaboration/Leveraged Funding

This activity supports collaboration but not leveraged funding. Tools used for workforce development and education planning incorporate employment projections. These tools are widely used by colleges and universities, high school education planners, policy makers including state and local workforce development boards and the Governor’s Workforce Development Board. They are also used by CareerForce staff and partners around the state.

Deliverable iii. LMI Training for Service Delivery

Description

Regional Analysts provided 39 trainings to local WIBs, AJC staff and others covering 1,158 audience members. The regional analysts publicize [trainings](#) on the DEED website. They continue to develop virtual trainings that can be used at any time and are [posted](#) on the LMI website. Regional analysts and our group of [experts](#) also provide presentations on a wide range of topics to a wide range of audiences. They, together with other LMI staff, provided 268 presentations in PY22 to over 10,101 audience members.

Customer Consultation

Customers are encouraged to provide feedback on all trainings and presentations. Feedback is used to better target the information provided and enhance the presentations.

Customer Needs Met

Trainings are designed for LMI users with career counselors, local WIB members, vocational rehab providers, veterans services providers, reentry services providers, and other workforce development partners across the state. Trainings walk customers through LMI tools and talk about how to use the tool and how to use the data. Specialized trainings have also been provided to employers, with a focus on human resources professionals.

Presentations are provided upon request with main customer groups including regional economic developers, employer organizations, career counselors, students and education planners from high school through college. Presentations were also made to the Federal Reserve Region 9 Conference, BLS Data Users Annual Conference, Minnesota Age and Disabilities Odyssey Webinar series, Workforce Wednesday webinar series and many others.

PY22 LMI Trainings: Upcoming Trainings can be found here along with registration links [LMI Training Sessions / Minnesota Department of Employment and Economic Development \(mn.gov\)](#)

Presenter	Date	Title	Sponsor	Location	Attendees
Greiner	7/12/2022	LMI Training	DEED	Bemidji	20
Greiner	8/10/2022	LMI for CTE	Resource Inc	Virtual	20
Greiner	9/19/2022	LMI Training	ECRDC	Mora	15
Greiner	10/25/2022	LMI Training	career Solutions	St Cloud	15
Greiner	5/24/2023	LMI Training	DEED	Mora	4
Greiner	5/31/2023	LMI Training	DEED	St Cloud	15
Schaffhouser	5/24/2023	Wage Data by Occupation Virtual Training	DEED	Teams	6
Schaffhouser	6/29/2023	LMI Training	DEED	Thief River Falls	12
Gorecki	7/20/2022	Virtual Labor Market Data Tool Training	DEED	Virtual	30
Gorecki	10/28/2022	Northeast Minnesota Virtual Labor Market Tool Training	DEED	Virtual	10
Gorecki	3/23/2023	LMI Training	UMD - Labovitz School of Business	Duluth	12

			and Economics Staff and Faculty		
Gorecki	5/11/2023	Labor market Training for Workforce Development and HR Professionals	DEED	Virtual	96
Gorecki	5/31/2023	Labor Market Information Tool Training for Grant Writing & Economic Development Professionals	DEED	Virtual	21
O'Neill	7/28/2022	Labor Market Information for Decision Making	DEED	Virtual	45
O'Neill	9/19/2022	Labor Market Resources	Forest Lake Area High School	Virtual	5
O'Neill	10/4/2022	Labor Market Information Training Session	DEED	Blaine CareerForce	5
O'Neill	10/4/2022	Labor Market Information Training Session	DEED	Blaine CareerForce	5
O'Neill	10/6/2022	Labor Market Information Training Session	GCDF	Virtual	20
O'Neill	10/10/2022	Labor Market Information Training Session	Anoka County	Blaine CareerForce	10
O'Neill	10/10/2022	Labor Market Information Training Session	Anoka County	Blaine CareerForce	5
O'Neill	10/17/2022	Data Tools Training	MICC	Virtual	20
O'Neill	10/19/2022	Labor Market Information Training Session	Anoka County	Blaine CareerForce	10
O'Neill	10/19/2022	Labor Market Information Training Session	Anoka County	Blaine CareerForce	10
O'Neill	11/17/2022	Labor Market Information Training Session	GCDF	Virtual	10
O'Neill	11/18/2022	Labor Market Information Training Session	GCDF	Virtual	15
O'Neill	2/2/2023	GCDF LMI Training	GCDF	Virtual	25
O'Neill	2/17/2023	GCDF LMI Training	GCDF	Virtual	25
O'Neill	2/28/2023	Using Labor Market Information to Inform Workforce Strategy	Minnesota Gerontological Society	Virtual	250
O'Neill	4/27/2023	Labor Market Information Training Session	GCDF	Virtual	20
O'Neill	5/11/2023	Pulling Accurate Data for Your Community or Project	EDAM Emerging Professionals Group	Virtual	40
O'Neill	5/18/2023	Using Minnesota Labor Market Information	DEED	Virtual	50
O'Neill	5/25/2023	Labor Market Information for Career Tools	DEED	Virtual	40
O'Neill	5/26/2023	Labor Market Information for Businesses	DEED	Virtual	20
O'Neill	6/8/2023	Best Data Tools for Career Decision Making	DEED	Virtual	50
O'Neill	7/6/2023	Labor Market Tools for Community Partners	DEED	CareerForce 800 West	50

				Broadway, Minneapolis	
O'Neill	7/13/2023	Labor Market Information for Decision Making	DEED VRS	Virtual	75
O'Neill	7/18/2023	DEED Labor Market Information Resources	DEED	DEED HQ	40
O'Connell	5/23/2023	LMI Presentation	DEED	Virtual	50
O'Connell	5/31/2023	LMI Presentation	DEED	Virtual	50

Collaboration/Leveraged Funding

The Workforce Development side of DEED funds the Regional Analysts out of WIOA set-aside funding. Moreover, some presentations have led to collaborations including with the Center for Rural Policy and Development and SLEDS.

Deliverable iv. Annual Economic Analysis and Other Reports

Description

Annual state-of-the-state's economy [report](#): The annual state-of-the-state report is published in the June issue of [Trends](#) each year. The report provides an overview of Minnesota's economy with a focus on the state's trajectory of recovery from the pandemic recession. PY22 articles include the following:

- [Year In Review: Minnesota's Labor Market](#): Minnesota's extremely tight labor market remains a central feature of the state's economic landscape. The worker shortage continues to constrain job growth in the state, but more people are slowly joining the labor market, easing tightness. This article details long-standing demographic trends as well as other more recent factors to provide an overview of the state of the state's current labor market situation.
- Six regional economy articles for Twin Cities, Northwest, Southwest, Northeast, Central, and Southeast Minnesota.

- [Minnesota's Direct Care Workforce](#): The people who provide care to elders and Minnesotans with disabilities do work that is absolutely critical to the health and wellbeing of some of the state's most vulnerable residents. Unfortunately, many people left positions in home-, community- and facility-based care during the pandemic and there aren't currently enough workers to replace them. This article describes employment, wages and job openings in direct care and what could be done to address the workforce shortage.
- [New Location Quotient Tool Visualizes Relative Concentration of Employment by Industry](#): Find out where employment for an industry is concentrated in Minnesota – and find out which industries are most concentrated in particular parts of Minnesota. Explore this information and more through a new DEED Labor Market Information office tool detailed in this article.
- [The Job Openings & Labor Turnover Survey \(JOLTS\) and the Tightest Labor Markets in the US](#): The Job Openings and Labor Turnover Survey (JOLTS), released by the U.S. Bureau of Labor Statistics beginning in late 2021, provides supplemental detail to the monthly employment report. This article provides an overview of what JOLTS tracks, explores JOLTS uses, and identifies the states with the tightest labor markets based on recent data.
- [A comparison of the Job Vacancy Survey and the Job Openings and Labor Turnover Survey](#): How are Minnesota's Job Vacancy Survey (JVS) and the Job Openings and Labor Turnover Survey (JOLTS) similar – and how do they differ? This article also provides a comparison of Minnesota's JOLTS job openings estimates and JVS data.

Special research projects:

- [Statewide Longitudinal Education Data System \(SLEDS\)](#): Staff in LMI serve as the DEED SLEDS coordinator and DEED SLEDS Data Coordinator and are closely involved in SLEDS work including reviewing all research proposals and pulling data for a variety of projects including the DOL 9121 ETPL reports.
- COVID-19 pandemic related research: We continued to publish articles in PY22 on the pandemic recession and recovery on topics including changes in Minnesota's [wage distribution](#) before and after, labor force and [immigration](#) trends, [telework](#), [reemployment](#) of laid off workers and the [great resignation](#).

On-going research projects and surveys:

- [Occupations in Demand](#): This tool, updated annually, allows users to find out what jobs are in high demand in each region of the state. The typical wage, long-term employment outlook, training (or degree) required and schools that offer training programs for each occupation are also listed.
- [Minnesota Job Vacancy Survey](#): The Job Vacancy Survey data tool shows the number of job openings, typical wage offers, and typical education requirements by occupation and industry, by region and statewide. We spent this year redesigning and modernizing the tools used to collect, edit and code these data. We were able to use Statewide Planning Grant dollars from the Department of Commerce for this project.
- [Quarterly Employment Demographics](#): This tool provides job distribution statistics, median hourly wage, and median hours per quarter broken down by gender and age, available by industry and geography. The data are created from an inter-agency agreement between DEED and the Minnesota Department of Public Safety, which links age and gender data with administrative records from Minnesota's Unemployment Insurance program.
- [Cost of Living in Minnesota](#): This tool provides a yearly estimate of the basic-needs cost of living in Minnesota by county, region, and statewide. This is a legislatively mandated tool.
- [Graduate Employment Outcomes](#): The Graduate Employment Outcomes data tool shows how many Minnesota graduates are finding Minnesota jobs, and at what wages. This is a legislatively mandated tool and we leverage state dollars to fund this.
- [Business Employment Dynamics](#) (BED). Derived from the QCEW, BED 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.

Regional Data and Analysis

- [Regional Profiles, videos, articles and blogs](#): Minnesota's Regional Analysts produce and regularly update a wealth of information and analysis for their regions, which is all available from the Regional Labor Markets page.

Periodicals and Special Research

- Minnesota Employment [Review](#) provides analysis on monthly data for customers. We include a Regional Spotlight as well as Alternative Measures of Unemployment and a JOLTS update.
- [Trends](#) has mostly feature-length articles. It provides a forum for us to publish research in a timely way.

Customer Consultation

Many of these projects come out of consultation with customers. The Graduation Employment Outcomes (GEO) report is mandated by the Minnesota legislature and done in partnership with SLEDS, the Office of Higher Education, Minnesota State and all of the public and private colleges in Minnesota. Occupations in Demand came out of a collaboration with the Dislocated Worker Program. Regional analysis is conducted in partnership with local WIBs and employers. Ideas are generated by our customers and brought to fruition as Trends and Review articles by our analysts.

Customer Needs Met

Customer groups served by this deliverable include job seekers, students and parents; 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.

Collaboration/Leveraged Funding

Several of these projects involve collaborations with SLEDS, which is led by the Office of Higher Education, the Department of Education and DEED. Other projects involve partnerships within our own agency with the Unemployment Insurance program. The cost-of-living project now involves a partnership with the Analyst Resource Center (ARC). Quarterly Employment Demographics (QED) involves a long-standing partnership with the Minnesota Department of Motor Vehicles. Business Employment Dynamics involves a partnership with the Census Bureau. The nonprofit reporting involves our ongoing partnership with the Minnesota Council of Nonprofits. Finally, all of our survey work involves an ongoing partnership with employers across Minnesota: Without their partnership, we could not gather the data we need to understand Minnesota's economy and labor market.

The GEO tool leverages state funding. Other projects did not leverage outside funding in PY22. We do charge for data compilation for projects with outside organizations and that provides a small source of revenue. Two of the larger projects over the last year are: Minneapolis minimum wage study conducted by the Minneapolis Federal Reserve. That partnership is with City of Minneapolis, Minneapolis Federal Reserve, Minnesota DHS and Minnesota Dept of Revenue. Another longstanding partnership along these lines is with the Minnesota Council of Nonprofits.

Contributions to Minnesota's Effort to Help the State and Local Economy

Policy Makers: Our office provides specific data visualizations to track economic and labor force growth coming out of the pandemic recession including [Comparing Recession Tool](#) and the Economic Recovery [Dashboard](#). We also presented at 3 legislative hearings and at the Governor's Council on Economic Growth and the Great Start Legislative Task Force. Moreover, we work closely with the Commissioners office to provide reports and information that is needed for policy making and planning. Minnesota's Cost-of-Living tool is referred to by policy makers and planners to set living wage rates. We've provided data and information for policy initiatives around child care, personal care aides and nursing assistant staffing and other health care workers labor force shortages.

[Statewide Longitudinal Education Data System \(SLEDS\)](#): LMI staff serve as the DEED SLEDS coordinator and DEED SLEDS Data Coordinator and are closely involved in SLEDS work including reviewing all research proposals and pulling data for a variety of projects including the DOL 9121 ETPL reports. LMI researchers conducted a major [study](#) using linked SLEDS data on Career and Technical Education, which received a lot of attention from high school education/program planners.

Employers: Our office provides employer and community-focused analysis on labor force shortages and recommendations on how to better recruit and retain workers. Regional Analysis provide regional [blogs](#) and articles focused on employer issues such as recruitment and retention.

Job seekers, counselors and partners: Tools for job seekers, counselors and partners including [Occupations in Demand](#), [Match Jobs to Experience](#) and [Career and Education Explorer](#), all of which were developed in partnership with job counselors. The new [Career Pathways Tool](#) was developed in partnership with education counselors. The SLEDS work on Career and Technical Education was developed in partnership with the Minnesota Department of Education to fill an information gap. Lastly, the regional analysts partner with high school throughout the state in the fall to present at career days/events.

Workforce Boards: WIBs benefit from regular in-person and virtual presentations from their regional analysts. Regional [blogs](#) and articles focus on regional industry and occupations trends, job vacancy trends, labor force trends, and many other topics. Regional analysts continue to work closely with their WIBs throughout the year. LMI staff produce the ASU and regional ASU analysis for funding formulas and update the Dislocated Worker funding formula each year.

General Customers: LMI staff filled over 1,800 requests for data and information. These requests can take from a few minutes to a few hours to complete. Customer feedback rates this resource extremely highly.

Recommendations to ETA for Changes and Improvements to WIGS Requirements

Description

We have two recommendations:

- Provide supplemental support for workforce alignment projects such as a job vacancy survey and skills gap surveys. Workforce alignment continues to be the single most important labor market issue, and is only getting more critical. Yet very little data or good methodology exists, and no funding is available for on-going data collection or analysis. Supplemental funding could lead to a better-informed debate and ultimately better decision making around workforce alignment. Currently, Minnesota's long-standing Job Vacancy Survey is in jeopardy because of lack of funding. We have scaled back our sample and, due to budget shortfalls, may have to reassign the small team still working on this survey. This comes at a time when labor force shortages are the single most critical issue that Minnesota's employers are facing.