

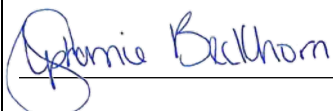
State of Michigan
Workforce Information Grant
Annual Performance Report
Program Year 2023

The Michigan Department of Technology, Management & Budget, Michigan Center for Data and Analytics (MCDA) provides the state with the expertise to analyze large datasets, understand challenges, and evaluate solutions.

- The Labor Market Information division produces Michigan’s official employment, occupation, and industry data through partnerships with the U.S. Department of Labor.
- The Research and Analytics division focuses on leveraging state data to drive evidence-based decisions through advanced research and cross-agency collaboration. The Research and Analytics division also houses advisors on Michigan’s population and demographic data, who manage the state’s relationship with the U.S. Census Bureau.

The center again received a Workforce and Labor Market Information Grant to States (WIG) for program year 2023. This Annual Performance Report is being submitted to the Employment and Training Administration (ETA) regional office as provided in Training and Employment Guidance Letter (TEGL) No. 20-22.

This report has been provided to the state workforce agency head as required in TEGL No. 20-22 Section 4.e



Director Stephanie Beckhorn
Senior Deputy Director
Employment and Training
Michigan Department of Labor and Employment Opportunity

10/24/2024

Date

The report is organized in 12 sections:

1. Workforce Information Database (WID)
2. Industry and Occupational Employment Projections
3. Labor Market Information (LMI) Training for Service Delivery
4. Annual Economic Analysis
5. Customer Consultations
6. Activities Undertaken to Meet Customer Needs
7. New Tools and Resources
8. License Requirement Updates
9. Efforts to Create and Support Partnerships and Collaboration
10. Activities to Leverage LMI-WIGS Funding
11. Recommendations to ETA for Changes and Improvements to WIGS Requirements
12. Brief Overview of Required Training

Sections one through four and section eight correspond to core deliverables identified in TEGl No. 20-22 and the other eight sections speak to required methods identified in the same.

1. Workforce Information Database (WID)

Supported by the grant, the center's Workforce Information Database, continues to be up to date with WID version 2.8. Throughout the program year, the center processed timely updates of all core tables with the most current data available from federal-state cooperative programs with the U.S. Bureau of Labor Statistics, the U.S. Census Bureau, and other programs.

- Updated data tables included: CES, EMPDB, INDUSTRY, IOMATRIX, LABFORCE, IOWAGE
- In addition, all admin, lookup, and necessary crosswalk tables were fully populated and made current.

2. Industry and Occupational Employment Projections

Supported by the grant, the center completed required short-term and long-term employment projections on time and in compliance with all Projections Managing Partnership (PMP) standards.

- The state completed and published the [Michigan Statewide 2nd Quarter 2022-2nd Quarter 2024 short-term projections](#). The projections were published in March 2023. These files were updated as of March 2024. Short-term employment projections are available [here](#).
- The state completed and published the Michigan Statewide 2020-2030 long-term projections. These projections were published in August 2022. Statewide long-term employment projections are available [here](#).
- Michigan's sixth occupational outlook conference took place August 22, 2023. At this year's in-person conference, the center presented the newly released projections data to various customers. This event also provided the platform for the release of [Regional Career Outlook 2030](#) brochures. You can view the brochures [here](#).

3. Labor Market Information (LMI) Training for service delivery

Supported by the grant, the center has developed and delivered a unique annual training and certification program in labor market information (LMI) geared toward our regional and state partners.

- The Labor Market Information Training and Certification Program was held in August 2023 and offered virtually via Zoom. Fourteen regional and state partners participated and were certified.

4. Annual Economic Analysis

Supported by the grant, the center published and presented Michigan's 2023 Annual Economic Analysis Report:

- This report was a comprehensive analysis covering a variety of workforce, demographic, and projection topics. The Annual Economic Analysis Report was published in September 2024. The publication is available [here](#).

5. Customer Consultations

The center continued to use the grant to maintain and expand our customer consulting activities, including those specified in the Wagner-Peyser Act Section 15e(2). Customer consultations included: (a) data releases and expert analysis; (b) support for partners and customers; and (c) support for the workforce development infrastructure.

(a) Supported by the grant, the center issued two press releases each month:

- One release focused on the state of Michigan and the Detroit metro area and provided analysis to the media and the public on monthly and annual trends in seasonally adjusted

Michigan employment, unemployment, unemployment rates, and trends in payroll jobs. The June 2024 state release can be found [here](#).

- The second monthly release presented similar information for Michigan's 17 regional labor markets. The releases focused on employment, unemployment, and payroll job trends both over the month and over the past year. These data are not seasonally adjusted. The June 2024 regional release is available [here](#).
- Center staff supplemented these press releases by providing expert analysis through interviews with print and electronic media.

(b) Supported by the grant, the center supports partners and customers in the workforce development community:

- Between July 1st, 2023, and June 30th, 2024, the center disseminated and delivered 270,579 pieces of labor market information (LMI) literature through an online subscription service (GOVDELIVERY) and completed several hundred customer requests for data and analysis in PY2023.
- The center also consulted with the state and local workforce boards to better understand their needs and provide technical assistance and support on workforce information products and services.
- The center provided a significant amount of statistical data to the Department of Labor and Economic Opportunity's workforce development, on labor force statistics by county, and unemployed persons for statewide and sub-state Areas of Substantial Unemployment (ASU's). Customized requests for occupational data were developed and published using the LEWIS program. Data on declining industries was also supplied for Michigan Works! Association's regions.

(c) Also supported by the grant, the center supported the state and local workforce development infrastructure:

- The center's Director attended monthly meetings with the Department of Labor and Economic Opportunity (LEO) workforce development Director to discuss information needs, the status of projects, as well as to address future product initiatives that would assist the overall state and regional workforce system.
- Center leadership attended Michigan Works! Directors' Council meetings as advisors and obtained guidance for developing labor market information projects.

6. Activities Undertaken to Meet Customer Need

Supported by the grant, the center continued its activities to collaborate with the services to Workforce Investment Boards and American Job Centers; Career Education Advisory Councils (CEACs); and customer consultations with Michigan Works! agencies and other customers such as local economic development organizations, community colleges, etc.

- In the 2023 program year, the center continued to offer support to Career Technical Education (CTE) programs to help with LMI analysis for the Perkins Comprehensive Local Needs Assessment (CLNA).
- Customer consultations with Michigan Works! agencies – Center staff assisted multiple Michigan Works! agencies through workforce and labor market information requests for board presentations or attendance at board meetings. Center staff also provided consulting assistance on key regional industries and occupations, lists of key regional employers, and assistance with workforce initiatives and media contacts, as well as appropriate research or survey methodologies.
- Service to Career Education Advisory Councils (CEACs). Center staff were regularly invited to CEACs' meetings.
- Other regional customers serviced by LMI staff included economic development organizations, community colleges, as well as the general public.

7. Tools and Resources

New tools were developed or maintained with state funds and are examples of the center's efforts to be an innovator in the delivery of workforce and labor market information to partners and customers. Relevant activities in this area include:

- The center maintains a Regional Online Job Advertisement Snapshot Dashboard to provide visualized labor market and demographic information for state and sub-state geographies. The dashboard provides monthly measures of labor demand (advertised vacancies) for the state and by Michigan Prosperity Region. These regional dashboards were developed in Microsoft Power BI and are available here.
- In collaboration with the Department of Labor and Economic Opportunity and the Center for Educational Performance and Information, the center continued to support workforce data and reports on MiSchooldata.org and pathfinder.mitalent.org. These interactive reports allow

students, parents, counselors, and job seekers to explore the employment outcomes of education programs and credentials in Michigan. Interactive reports are available [here](#).

- The continuation of updates, maintenance, and publication of the [MiEconomy](#) mobile app was developed to provide partners and customers with key labor market and economic metrics necessary to stay informed on the Michigan economy. In addition to updates and maintenance, the app received a complete redesign, and some metrics were exchanged. This app provides same-day updates for 43 metrics including the unemployment rate, payroll jobs, and gross domestic product. Available for free, it can be downloaded for Android and iOS or accessed at <https://www.mcgi.state.mi.us/mieconomy/>.

Developed with [state funds](#), but leveraging the employment projections produced with support from this grant:

- In August 2022, the center produced Michigan's Hot 50 through 2030 and Michigan's Career Outlook through 2030 which provided information for the state as a whole. These publications, printed as both brochures and posters, provide lists of in-demand occupations that show a favorable mix of long-term job growth, projected annual job openings, and median wages through 2030. Occupations are broken out by education and training requirements, as well as highlighted by the most in-demand STEM occupations. The center also worked with the Michigan Department of Labor and Economic Opportunity (LEO) to organize the Michigan Occupational Outlook Conference in 2022 where both publications were released. These publications were updated as September 2024. Michigan's career outlook is available [here](#).
- In August 2023, the center published [Michigan Regional Career Outlook 2030](#). These publications provide multiple lists of in-demand occupations through 2030 by education and training requirements, as well as highlight the most in-demand STEM occupations for each of Michigan's Prosperity Regions. This publication was developed in collaboration with Michigan Works! Agencies and the Michigan Department of Labor and Economic Opportunity (LEO).
- Maintenance and updates have continued for the [Michigan Registered Apprenticeship Dashboard](#). In November 2022, the center published the [Registered Apprenticeships in Michigan - 2022 Report](#), a [similar report](#) to one in 2021 giving the current landscape of registered apprenticeship across the state. The first version of the Michigan Registered Apprenticeship Dashboard was released in December 2020. This provided a basic glance at statewide, regional, and occupational data, but with little-to-no interactivity. In April 2021, a second version was

released which included interactive statewide data and a facelift. During PY2022, the dashboard reached a finished state, from a design standpoint. Regional interactivity was also implemented. The dashboard can be accessed [here](#).

8. License Requirement Updates

The center updated two core license tables LICAUTH and LICENSE to the WID in November 2023. These tables made available information on 231 state licenses and 22 licensing authorities. The center is continuing to work with its state partners to update this data frequently.

9. Efforts to Create and Support Partnerships and Collaboration

The center maintains many partnerships, including, but not limited to, those with federal, state, and local workforce and labor market information organizations, academic and non-profit research institutions, economic development organizations, businesses, and labor organizations.

- As described above, the center works closely with the Governor's Office, the state workforce board, the Michigan Works! Director's Council, and the Department of Labor and Economic Opportunity (LEO) to provide workforce and labor market information and to gain insight, guidance, and support in the development of new products and services.
- The Director chairs the National Association of State Workforce Agencies (NASWA) Workforce and Labor Market Information Committee and also serves as the Chief Data Officer for the State of Michigan.
- The center's regularly sends staff to attend and participate as members of the Analyst Resource Center (ARC) consortium.
- Supported by other funding sources, center staff interact with other national organizations including the Federal State Cooperative Program for Population Estimates (FSCPE).
- Supported by local government funds, the center partnered with the city of Detroit and the University of Michigan to provide customized data used as an input to forecast economic conditions specifically for the city of Detroit. This forecast can be found [here](#).

10. Activities to Leverage Grant Funding

Using [state and other funds](#), activities to leverage workforce and labor market information supported by the grant included:

- The continued production of the publication *Michigan's Labor Market News*. This monthly publication provides our customers with high-quality information and insights about Michigan's residents, its economy, and its labor market. For its 80th year of publication, *Michigan's Labor Market News* moved to an email format. All content after February 2024 is available on our website [here](#). Every issue of *Michigan's Labor News* prior to February 2024 is available on our website [here](#).
- Many featured articles in *Michigan's Labor Market News* this program year highlighted topics focused on analysis of targeted population and labor market trends in the economy. This includes articles on the latest labor force, industry, and job demand information for Michigan, labor market updates for specific Michigan Works! regions, 2023 occupational employment and wage trends, labor market trends for Michigan teens, quarterly demographic analysis, key takeaways from recent Michigan reports, and more.

11. Recommendations for Improvement of the Grant

The center recommends the following:

- Targeted support for development of a standard WID API (application programming interface) – Delivering data using standard web protocols and standard formats has become a critical part of data delivery, data visualization, and web application design in recent years. The ETA should work with the Analyst Resource Center (ARC) to develop and support a standard WID API format for data transmission, much like the standard database format required by the Workforce Informer Database (WID). If states choose to use APIs for populating visualizations or data tables on their websites, providing a standard API format would reduce duplication of efforts and increase states' ability to leverage others' data in web applications.
- Remove requirement: "Have a cover letter signed by the state workforce agency head prior to submittal to the regional office. This letter needs to be submitted as a separate Section 508-compliant accessible PDF. If this is not possible, a written justification explaining why the state workforce agency head has not signed must be provided to Federal Project Officer (FPO) for this grant."

12. Brief Overview of Required Training

- Training for staff is targeted to specific BLS programs which are offered throughout the year and staff in those specific work areas are encouraged to participate either in-person or virtually.

Confidentiality training by BLS or the state unemployment insurance office is required for staff that have direct access to those data. The center uses its license with Coursera to train staff on specific software and technical skills.