

# Wyoming Workforce Information Grant: Annual Performance Report PY 2019

## I. WID

- A. Description: Wyoming upgraded the Workforce Information Database (WID) to version 2.8 in PY2019, and continues to populate core and non-core tables. Research & Planning (R&P) also continues to update the databases used in previous years, such as wage records, Quarterly Census of Employment and Wages (QCEW), Occupational Employment Statistics (OES), postsecondary education student records, vital statistics, drivers' license, and health licensing boards.
- B. Customer Consultation: The ARC WIDCenter guidance is followed for the database structure. R&P adheres to guidance for constraints and the current version of the database. Appropriate R&P staff attends live and online training when available.
- C. Customer Needs Met: The WID is used to create wage records for Wyoming. These tables are used for analysis and reports created by R&P. Reports vary from ad hoc research to request from the Legislative Services Office. (Please see section iv for further details on reports published in PY 2019)
- D. Collaboration: R&P uses the data from the WID to populate our state's Labor Market Information module of Wyoming @ Work, a Geosol product. Besides our publications and website, this is a primary distribution point for Wyoming's LMI.

## II. Industry and Occupational Employment Projections

- A. Description: R&P has two economists who are responsible for the creation of the Industry and Occupational Projections. The lead economist develops the projections utilizing the Projection Management Partnership software version 6.00.0921.00. Once preliminary projections are completed, the lead and secondary economists meet and evaluate each three-digit North American Industrial Classification System industry and sub-state region projection. The economists adjust the projections based on economic assumptions and more current data from the QCEW. Industry projections are combined with data from the OES Local Employment and Wage Information System (LEWIS) to create occupational projections. The following projections deliverables were published.
  - 1. Statewide Long-Term Industry and Occupation Projections: Published July 2020 [http://doe.state.wy.us/lmi/projections/2020/Long\\_Term\\_2018-28.htm](http://doe.state.wy.us/lmi/projections/2020/Long_Term_2018-28.htm)
  - 2. Statewide Short-Term Industry and Occupational Projections: Published March 2020 [http://doe.state.wy.us/lmi/projections/2020/Short\\_term\\_Occs\\_2019-21.html](http://doe.state.wy.us/lmi/projections/2020/Short_term_Occs_2019-21.html)

- B. Customer Consultation: The Wyoming Workforce Development Council (WDC) requested projections for the Mining Industry to assist in determining the future of Coal Mining employment in Wyoming.
- C. Customer Needs Met: The R&P manager and editor presented Coal Mining (NAICS 2121) projections for the WDC meeting September 12, 2019. The information presented consisted of short-term projections by SOCCode for occupations within the industry for Wyoming and border states.
- D. Collaboration: R&P is also contacted through the year by the public, Legislative Services Office, and the DWS executive team regarding Projection information. Requests include:
  - 1. The presentation done for the WDC gives insight into the future of Coal Mining in the state of Wyoming and could help determine future education or re-training programs implemented by the state. R&P chose the specific NAICS code and SOC codes per the request from the WDC. [http://doe.state.wy.us/lmi/presentations/09\\_12\\_19\\_Occupation\\_Handout.pdf](http://doe.state.wy.us/lmi/presentations/09_12_19_Occupation_Handout.pdf)
  - 2. Occupational projections for testimony regarding House Bill HBO 242-Wyoming learning and work program.
  - 3. During PY 2019, R&P created customized projections based on sub-state regions selected by the Next Generation Sector Partnerships (NGSP). Algorithms were written to distribute the projections created from the Workforce Information Grant projections to the county level, then aggregate them to the new regions. These projections were combined with five-year change data from the Quarterly Census of Employment and Wages and incorporated in interactive Tableau® graphics from which the tabular data can be exported. <https://public.tableau.com/profile/tony.glover#!/vizhome/NextGenerationSectorPartnership2019TimeSeries/5YearEmploymentChange>

### **III. LMI Training for Service Delivery**

- A. Regional LMI Directors' Meeting 07/30/2019
  - 1. Description: R & P Manager attended the regional LMI Directors' meeting. The manager received training and information regarding the Employment Training Administration, the FY 2020 CA for BLS. The manager was also able to participate in discussions regarding policy making.
  - 2. Customer Consultation: Information regarding BLS fed-state programs was discussed and was used for PY 2019
  - 3. Customer Needs Met: The conference allows the manager to continue to operate the R&P division and deliver accurate LMI to the public.
  - 4. Collaboration: The conference detailed state responsibilities and program partnerships with BLS.
- B. Presentation: Understanding Data Providing Better Service 08/06/2019
  - 1. Description: The presentation provided an overview of Research & Planning and useful information for data usage and services offered by

R&P for the Adult Basic Education (ABE) program partners.

<https://doe.state.wy.us/lmi/presentations.htm>

2. Customer Consultation: R&P was contacted by the ABE program partners to present information for program directors.
3. Customer Needs Met: The presentation fulfilled the request by the ABE program and provided information about R&P and how the division can assist in the future.
4. Collaboration: Attendees included ABE program director and partners from other agencies such as the University of Wyoming, Community College Commission and executive staff of DWS. Approximately 30 attendees.

C. Webinar: Myths of the Unemployment Rate: Update 2019 09/19/2019

1. Description: R&P hosted a free webinar to discuss the definition of the unemployment rate, labor force, seasonal adjustment, and their use in determining economic health of the state.  
<https://www.youtube.com/watch?v=4sSChd1rVyg>
2. Customer Consultation: Webinar content is chosen based on frequent questions from the public and usually in the context of a featured article in Trends.
3. Customer Needs Met: Unemployment Rate can be used by educators, program administrators, legislators and workforce specialists to make data-driven decisions about training and program development.
4. Collaboration: Attendees for the conference include staff from multiple agencies including DWS, the Wyoming Community College Commission, University of Wyoming, WDC, Wyoming Department of Education, and members of the Wyoming legislature. Approximately 20 attendees.

D. Workforce Center Presentation 03/02/2020

1. Description: The Presentation discussed what resources are available for Cheyenne workforce specialists, what data can be used from R&P to determine the status of Cheyenne's economy, and how experts from the Cheyenne Workforce Center can communicate their needs to R&P.  
[https://docs.google.com/presentation/d/1Zxz3p7qHkO93KCKoGjcOMUFte04CwLuBQuk0SKylscY/edit#slide=id.g35f391192\\_00](https://docs.google.com/presentation/d/1Zxz3p7qHkO93KCKoGjcOMUFte04CwLuBQuk0SKylscY/edit#slide=id.g35f391192_00)
2. Customer Consultation: The Cheyenne Workforce Center reached out to R&P for a presentation about information about the Cheyenne city and Laramie county economy.
3. Customer Needs Met: The presentation fulfilled the request of the Workforce Center.
4. Collaboration: Attendees included staff of the Cheyenne Workforce Center. The staff will be better equipped to answer questions posed by the public and also be aware of the information R&P can provide. Approximately 20 attendees.

E. Webinar: Trends in Demographics of Unemployment Insurance Claimants in Wyoming 06/30/2020

1. Description: This webinar discusses the unemployment insurance programs currently available to workers, and takes a look at how Wyoming's current unemployment insurance claims compare to previous downturns, which industries have been most heavily affected, and how claims in Wyoming stack up against national and regional figures.  
<https://www.youtube.com/watch?v=h0F7aqgyQxg>
2. Customer Consultation: The webinar was created to provide information and resources about unemployment and the impact of COVID-19 on unemployment in Wyoming.
3. Customer Needs Met: Resources and information provided in the Webinar illustrates the impact of COVID-19 on unemployment and can help policy makers make data-driven decisions.
4. Collaboration: Attendees of the webinar included DWS executive staff and members of the Wyoming legislature. Approximately 20 attendees.

**IV. Annual Economic Analysis and Other Reports**

**A. 2020 Wyoming Workforce Annual Report**

1. Description: R&P produced the 2020 Wyoming Workforce Annual Report in June 2020, which was then distributed to members of the Wyoming Legislature. The 68-page report was also made available online at, with excerpts published occasionally in Wyoming Labor Force Trends.  
[http://doe.state.wy.us/lmi/annual-report/2020/2020\\_Annual\\_Report.pdf](http://doe.state.wy.us/lmi/annual-report/2020/2020_Annual_Report.pdf)  
The Annual Economic Analysis report included the following:
  - a) R&P Publishes Weekly Unemployment Insurance Claims Data
  - b) Construction Drives Wyoming Job Growth in 2019
  - c) Wyoming Sees Small Population Increase in 2019
  - d) Wyoming Labor Force Increases in 2019
  - e) UI Benefit Exhaustion Rate Drops to Historic Low in 2019
  - f) UI Benefit Exhaustion Rate Drops to Historic Low in 2019
  - g) Wyoming Projected to Add Nearly 3,000 New Jobs by 2021
  - h) An Introduction to Colorado-Wyoming Commuting Patterns
  - i) Wyoming Employers Add More than 90,000 New Hires in 2018
  - j) Percent of Workers Offered Medical Insurance Continues to Decline
  - k) R&P Offers Licensed Occupation Directory and Dashboards
  - l) Wyoming Occupational Fatalities Increase to 31 in 2018
  - m) Wyoming's Nonfatal Occupational Injury and Illness Incidence Rate Essentially Unchanged in 2018
  - n) Wyoming's Changing Retail Trade Industry
  - o) Tracking Coal Miners Into the Labor Force After Job Losses
  - p) Just the Facts
2. Customer Consultation: The report was created with data from BLS program partnerships including LAUS, OES, CES, and QCEW. Wyoming

wage records were also used along with R&P survey data and Unemployment Insurance claim data.

3. Customer Needs Met: The report is provided to the public via the above link and paper copies are provided to the Legislative Services Office, DWS executive committee, legislators, and by request.
4. Collaboration: BLS program data is leveraged and the Wyoming Economic Analysis Division is consulted to create “Just the Facts” including several economic statistics about the state aside from Labor Market Information.

## **B. Wyoming Labor Force Trends**

1. Description: Wyoming Labor Force Trends is published monthly, with print copies mailed to approximately 1,200 subscribers and electronic copies sent to an additional 550 subscribers. Featured articles are as follows:
  - a) April 2019
    - (1) Job Growth, Increased Hiring Activity Continue in Wyoming
    - (2) Quarterly Census of Employment and Wages: Wyoming Job Growth Hits Four-Year High in 2018Q4
    - (3) Wage Records and Turnover: Construction, Professional & Business Services Drive Hiring Growth in 2018Q4
    - (4) Quarterly Employment and Wages: 2008Q4 to 2018Q4
    - (5) Quarterly Turnover Statistics by Industry, Third Quarter 2018
    - (6) Persons Working in Jobs Covered by Wyoming State Unemployment Insurance, Fourth Quarter 2018
  - b) May 2019
    - (1) Employment and Earnings Outcomes for Wyoming CNAs
    - (2) Wyoming Short-Term Occupational Projections, 2018-2020
  - c) June 2019
    - (1) Analysis of the Gender Wage Gap Among Wyoming State Employees
    - (2) Table: Wyoming State Government Employment and Wages for Women and Men by Family Classifications and Detailed Classifications, 2018Q3
    - (3) R&P Publishes Licensed Health Care Occupation Dashboards
  - d) July 2019
    - (1) Quarterly Census of Employment and Wages: First Quarter 2019 Marks 7 Quarters of Job Growth

- (2) Quarterly Turnover Statistics by Industry, Fourth Quarter 2018
  - (3) Selected Demographics of Wyoming's Workforce, 2000-2018
- e) August 2019
  - (1) The Demographics of Wyoming's Workforce in 2018
  - (2) Changes in Wyoming's Workforce Demographics: 2014-2018
- f) September 2019
  - (1) Wyoming New Business Formation Increases by 7.6%
  - (2) New from Research & Planning: *Directory of Licensed Occupations in Wyoming 2019*
- g) October 2019
  - (1) 2019Q2 Quarterly Update: Driven by Construction, Job Growth Continues in 2019Q2
- h) November 2019
  - (1) Wyoming Employers Add Nearly 90,000 New Hires in 2017
  - (2) What Jobs Were Older Workers Hired to Fill in 2017?
  - (3) What do Housing Vacancy Data Say about Wyoming's Economy?
- i) December 2019
  - (1) Baker Hughes Rig Count: A Five State Comparison from 1987 to 2019
  - (2) New Education Employment Outcomes Graphics from R&P
  - (3) Wyoming Labor Force Trends Articles from 2019
- j) January 2020
  - (1) 2019Q3 Quarterly Update: Job Growth Continues, but Mining Loses Jobs in 2019Q3
- k) February 2020
  - (1) 2019Q3 Quarterly Update: Job Growth Continues, but Mining Loses Jobs in 2019Q3
- l) March 2020
  - (1) Wyoming Unemployment Insurance Benefits: UI Benefit Exhaustion Rate Drops to Historic Low in 2019
  - (2) Employment in Elementary, Middle, & Secondary Schools
- m) April 2020
  - (1) R&P Publishes Weekly and Monthly UI Claims Data

(2) 2019Q4 Quarterly Update: Wyoming's Moderate Job Growth Continues

(3) Wyoming Labor Force Increases in 2019

(4) Growing and Declining Industries in Wyoming

2. Customer Consultation Each issue of Trends includes a feature article or articles, along with regularly monthly tables and figures from sources such as Local Area Unemployment Statistics (LAUS), CES, Unemployment Insurance (UI) claims, and more. Quarterly issues with data from the QCEW and Wyoming Wage Records are published in the January, April, July, and October issues of Trends. R&P is also contacted through the year by the public, Legislative Services Office, and the DWS executive team for LMI. Requests include:
  - a) Methodology explanation for Employment and Earnings Outcomes for Wyoming CNAs.
  - b) Employment statistics for K-12 educators.
  - c) Demographic information for low wage earners in Wyoming.
  - d) Links for public documents related to Census of Fatal Occupational Injuries (CFOI) cases.
  - e) Occupational Statistics for testimony for Senate File SF-0117 - First responder workplace mental injury coverage.
  - f) State Occupational Epidemiologist and the Centers for Disease Control, seeking links to public documents found while searching for Census of Fatal Occupational Injuries (CFOI) cases;
  - g) Number of establishments by industry.
3. Customer Needs Met: Trends is provided to the public via the website, electronic copies, paper copies, and per request. The Trends articles provided valuable LMI for the public and decision makers.
4. Collaboration: Trends articles are created using wage records, Unemployment Claim information, survey data regarding employer benefits and job skills for newly hired employees, and BLS program information such as LAUS, QCEW, OES, CES. The partnerships are integral to the production and dissemination of LMI via Trends.

### **C. Wyoming Unemployment Insurance Claims Report (June 2019 to May 2020)**

1. Description: A monthly Unemployment Insurance Claims Report is published and emailed to Trends subscribers and selected state employees around the third week of each month. Each report includes tables and figures on initial and continued claims, along with one page of narrative that describes highlights of the report.  
<http://doe.state.wy.us/lmi/ui.htm>
2. Customer Consultation: Unemployment Claim information is gathered from the Unemployment Insurance (UI) division of DWS. R&P is also contacted through the year by the public, Legislative Services Office, and

the DWS executive team regarding Unemployment Claim information. Requests include:

- a) Definition for initial and continued claims.
- b) Methodology for calculating initial and continued claims.
3. Customer Needs Met: Unemployment Claim information can be used by the public and policy makers to make informed decisions. R&P was also asked to use UI data to determine the future solvency of the Unemployment Trust fund to meet the needs of the unemployed of Wyoming. The request was made and initial research began in PY 2019 and the report created and published in PY 2020.
4. Collaboration: R&P partners with UI in order to create accurate information regarding initial and continued Unemployment claims. The information is also used to assist with UI determining employer UI tax rates.

#### **D. Licensed Occupation Data - September 2019**

1. Description: The report provides detailed information about license requirements and related information for occupations required to have a license by the state of Wyoming. [http://doe.state.wy.us/lmi/dir\\_lic/lic-occs-2019.pdf](http://doe.state.wy.us/lmi/dir_lic/lic-occs-2019.pdf)
2. Customer Consultation: R&P collaborates with the licensing boards around the state to collect the information necessary to create the report.
3. Customer Needs Met: The report fulfills the WIG requirements and provides average employment and wages for each occupation, contact information for schools and each licensing board, job descriptions for each occupation, additional resources related to each occupation, and more.
4. Collaboration: State licensing boards are consulted to assist in creating the publication.

#### **E. Wyoming Benefits Survey 2018 - March 2020**

1. Description: R&P sends a quarterly survey to randomly selected employers. The survey collects information about the number and types of benefits offered to employees. [http://doe.state.wy.us/lmi/benefits/benefits\\_2018.pdf](http://doe.state.wy.us/lmi/benefits/benefits_2018.pdf)
2. Customer Consultation: R&P collects information from Wyoming establishments selected from the QCEW database.
3. Customer Needs Met: The information in the publication sheds insight on the number of Wyoming workers that have benefits and those that do not. This information can be useful to policymakers to make data driven decisions.
4. Collaboration: The survey sample is created with the use of the QCEW database.

#### **F. Wyoming New Hires Job Skills Survey Results - November 2019**

1. Description: The data is collected with a survey sent out by R&P. In 2017, Wyoming employers added an estimated 88,561 new hires:



individuals who, during a particular quarter, started working for an employer he or she had not worked for since at least 1992, the first year for which R&P has wage records.

[http://doe.state.wy.us/lmi/new\\_hires/2017/00\\_All\\_Industrues\\_2017\\_NH.pdf](http://doe.state.wy.us/lmi/new_hires/2017/00_All_Industrues_2017_NH.pdf)

2. Customer Consultation: R&P collects information from businesses that are randomly selected that meet the criteria of having a new hire.
3. Customer Needs Met: The New Hires Survey allows R&P to collect rich survey details not previously available, such as occupation, rate of compensation, benefits, important job skills, employer satisfaction with a new hire's skills, retention, and more.
4. Collaboration: By linking New Hires Survey data to existing administrative databases, such as Unemployment Insurance Wage Records and Wyoming Department of Transportation driver's license files, R&P is also able to identify new hires characteristics such as age and gender.

#### **G. Wyoming Interstate and Intercounty Commuting Report, 2018Q1**

1. Description: The publication identifies commuting patterns for Wyoming residents working in eight other states: Colorado, Montana, Nebraska, New Mexico, Ohio, South Dakota, Texas, and Utah.  
[http://doe.state.wy.us/lmi/commute/WY\\_Interstate\\_Commuting\\_2018Q1.pdf](http://doe.state.wy.us/lmi/commute/WY_Interstate_Commuting_2018Q1.pdf)
2. Customer Consultation: The creation of the publication was done by linking several administrative database, including Wyoming Wage Records, the Wyoming Department of Transportation (WYDOT) driver's license file, wage records from partner states with which R&P has data sharing agreements, driver's license files from Colorado, and more.
3. Customer Needs Met: The publication identifies commuting patterns within the state and provides information to policy makers to make data driven decisions.
4. Collaboration: R&P works with WYDOT and partner states in the creation of the publication.

### **V. Optional LMI Activities**

#### **A. Next Generation Partnership Meeting 07/09/2019**

1. Description: The R&P manager attended the Next Generation Sector Partnership (NextGen) Academy. NextGen aims to increase diversity and growth in Wyoming's economy. Discussions at the meeting included increasing public partner support, sustainability, and fostering business ownership in Wyoming.
2. Customer Consultation: R&P is asked questions about state and sub-state LMI. Questions can be regarding the following:
  - a) Unemployment rate
  - b) Largest employers
  - c) Growing and declining industries

3. Customer Needs Met: R&P provides expert information, analysis, and answers to LMI inquiries.
4. Collaboration: NextGen consults R&P for LMI questions.

#### **B. Workforce Development Council Meeting 09/11/2019**

1. Description: R&P Staff attended the quarterly WDC meeting to provide expert insight for employment data and statistics. R&P presented information and projections for the mining industry in Wyoming.  
[https://doe.state.wy.us/lmi/presentations/09\\_12\\_19\\_Coal\\_Presentation.pdf](https://doe.state.wy.us/lmi/presentations/09_12_19_Coal_Presentation.pdf)
2. Customer Consultation: The WDC requests presence of staff from R&P to provide expertise regarding LMI. The Council also requested that R&P provide projections and information regarding the mining industry in Wyoming.
3. Customer Needs Met: The presentation fulfilled the request of the Council and provided information for policy makers regarding the mining industry.
4. Collaboration: Attendees of the meeting are better equipped to make data driven decisions regarding training and economic development surrounding the mining industry.

#### **C. Joint Education Interim Committee Meeting 11/14/2019**

1. Description: R&P Manager Tony Glover presented employment outcomes for Hathaway Scholarship recipients.  
<https://wyoleg.gov/InterimCommittee/2019/JECAudio2019114AM2.MP3>
2. Customer Consultation: The Joint Education Interim Committee requested employment information and state of residence for Hathaway Scholarship recipients. The Hathaway scholarship is awarded to qualifying high school students that graduated from a Wyoming High School.
3. Customer Needs Met: The information presented would report the number of Wyoming college and university graduates that received the merit based scholarship that stayed in Wyoming for employment post graduation.
4. Collaboration: R&P collaborated with Wyoming Community College Commission, University of Wyoming, and LSO to create and present data.

#### **D. Workforce Development Council Meeting 02/19/2020**

1. Description: R&P Manager and Editor attend all quarterly meetings of the WWDC and are often asked to provide labor market information updates and/or presentations. Additionally, R&P staff attends all committee meetings between the quarterly council meetings.
2. Customer Consultation: WWDC often asks for the following LMI:
  - a) Unemployment rate
  - b) Declining and increasing industries
  - c) Largest employers

3. Customer Needs Met: The R&P serves as the analyst and can provide expert information and answers to LMI inquiries.
4. Collaboration: R&P is often consulted on LMI for research or questions for the WDC.

## **E. Tableau Graphics**

1. Description: R&P created and maintained Tableau © graphics during PY 2019 that allow customers to download the associated data sets.  
<https://public.tableau.com/profile/tony.glover#!/> Graphics that are being maintained are as follows:
  - a) Wyoming UI Claims County by Week
  - b) Wyoming LMI Data by Key Search
  - c) Wyoming LMI Data
  - d) Wyoming Commuting Patterns 20181218
  - e) Wyoming Post-Secondary (Colleges and University) Employment Outcomes 20191116
  - f) Next Generation Sector Partnership 2019 Time Series
  - g) Next Generation Sector Partnerships 2019
  - h) Occupational Projections for Wyoming 2014 to 2024
  - i) Wyoming QCEW
  - j) Wyoming Wells
2. Customer Consultation: Some graphics are created in response to partner requests such as the Next Generation Sector Partnership 2019 Time Series. Other graphics are created to provide a user friendly interface to access LMI.
3. Customer Needs Met: The graphics provide LMI to the public in an easily digestible format.
4. Collaboration: Graphics are created with information from BLS partnership programs and other agencies such as Department of Transportation.

## **F. Website Updates:**

1. Description: R&P continued to update the LMI website content to meet the needs of the public. Along with adding publications, presentations, webinar content, and other BLS partner program deliverables, R&P has added the following:
  - a) Licensed Occupation Dashboards - OES information for licenses occupations in Wyoming in a more navigable interface - Published October 2019.  
[http://doe.state.wy.us/lmi/health/Health\\_Care\\_Dashboards\\_2019.pdf](http://doe.state.wy.us/lmi/health/Health_Care_Dashboards_2019.pdf)
  - b) LMI Data Dashboards - Interactive graphics showcasing LMI such as unemployment rate; workforce demographics; employment, wage, and salary trends; and occupational fatalities. R&P continues to explore data visualization options to make LMI

available and accessible to the public.

<http://doe.state.wy.us/lmi/dashboard.htm>

2. Customer Consultation: The creation and implementation of the Licensed Occupation Dashboards was part of continuing the project delegated by the legislature in PY18 to create easily navigable dashboards for healthcare occupations. R&P continued the work to create dashboards for all licensed occupations. The creation and implementation of the LMI Data Dashboards was in response to public need for a user friendly interface for finding frequently requested LMI.
3. Customer Needs Met: Both dashboards have made it easier to access information regarding Licensed Occupations and frequently requested LMI.
4. Collaboration: Information for the dashboards was created with BLS partner programs such as OES, CFOI, SOII, LAUS, and QCEW. State licensing boards were consulted to assist in creation of the Licensed Occupation Dashboards.

#### **G. WIOA Unified State Plan**

1. Description: R&P is consulted to assist in writing the Workforce Innovation and Opportunity Act (WIOA) strategic plan. R&P, working with the Wyoming Workforce Development Council, is developing a Unified State Plan, including an analysis of the economic conditions, economic development strategies, and labor market in which the state's workforce system and programs operate. Using long-term occupational projections, the report looks at top in-demand occupations for each educational level (high school diploma or equivalent, associate's degree, bachelor's degree, etc.).
2. Customer Consultation: R&P provides labor market information and assists in analyzing program outcomes. The report looks at both existing and emerging in-demand industries, using data from Local Area Unemployment Statistics (LAUS), the Quarterly Census of Employment and Wages (QCEW), the American Community Survey (ACS), and other sources. It takes into consideration data on diverse variables such as poverty levels and veterans' status, and provides insight into issues with state-specific impacts such as the "brain drain," which refers to students leaving the state upon graduation, and recent layoffs in coal mining.
3. Customer Needs Met: The strategic plan fulfills the WIOA grant requirements. The Unified Plan includes a Strategic Planning Elements section that analyzes the state's current economic environment and identifies the state's overall vision for its workforce development system. As the plan notes, "The required elements in this section allow the state to develop data-driven goals to prepare an educated and skilled workforce and to identify successful strategies to align workforce development programs to support economic growth."

4. Collaboration: R&P is one of several partners on the WIOA Planning Group. Partners include DWS administrators, members of the WIOA training program, and members of the WDC.

## **H. COVID-19 Related Activities**

1. Weekly Claims Publications
  - a) Description: R&P began publishing weekly Unemployment Insurance (UI) Claims data in March 2020. The data includes county of residence, industry, and other selected demographics. [http://doe.state.wy.us/lmi/UI/weekly\\_UI\\_TOC.htm](http://doe.state.wy.us/lmi/UI/weekly_UI_TOC.htm)
  - b) Customer Consultation: UI information is collected within the agency.
  - c) Customer Needs Met: R&P began published the weekly claims as a response to state workforce centers, DWS staff, local municipalities, media, and nonprofit organization requests for weekly claims data. UI claims have reached unprecedented levels due to COVID-19. The increase in unemployment due to the pandemic spurred R&P to provide more timely information than monthly figures.
  - d) Collaboration: R&P collects UI information within the agency.
2. Unemployment Insurance (UI) Support Activities
  - a) Description: Several R&P staff members assisted the unemployment claim call center and helped to develop procedures for call center volunteers. R&P was also asked to use UI data to determine the future solvency of the Unemployment Trust fund to meet the needs of the unemployed of Wyoming. The request was made and initial research began in PY 2019 and the report created and published in PY 2020.
  - b) Customer Consultation: The UI division gave guidance on how to process claims and appropriate action if the staff member could not process the claim. The Legislative Services office gave guidance on investigating the solvency of the UI Trust fund.
  - c) Customer Needs Met: R&P committed approximately 880 hours to assist with the increase in call volume during periods of high employment and to analyze the solvency of the trust fund.
  - d) Collaboration: R&P looked to the UI division and the Legislative Services Offices for guidance.

## **I. Industrial Siting Research**

1. Description: R&P is tasked with reviewing industrial siting applications for the Industrial Siting Division of the Department of Environmental Quality (DEQ). Projects with a budget of slightly over \$200 million require approval.
2. Customer Consultation: R&P's objective is to review the socioeconomic sections of these applications and address any concerns or mistakes when workforce data were utilized.

3. Customer Needs Met: R&P verified information from the following projects:
  - a) 07/19/2019 Cedar Springs III Wind Energy Project - Converse County, Wyoming
  - b) 08/19/2019 Two Rivers & Lucky Star Wind Energy Project - Albany and Carbon County, Wyoming
  - c) 02/20/2020 LaBarge Carbon Capture Project - Lincoln and Sweetwater County, Wyoming
4. Collaboration: This is an ongoing partnership with DEQ. The DEQ MOU bills out at \$50.00/hour up to \$10,000 per each document review.

#### **J. Outcomes for Employees on Parole**

1. Description: R&P met with and entered into a Memorandum of Understanding with Wyoming Department of Corrections (WDOC) to track probation and parole participants into the labor force. Negotiation and initial data load and programming occurred in PY 2018. First and second rounds of data were supplied to WDOC in PY2019.
2. Customer Consultation: WDOC asked R&P to match records of offenders to wage records and provide wages and employment information.
3. Customer Needs Met: The contract and request between R&P and WDOC was fulfilled.
4. Collaboration: Data to match records was provided by WDOC. The Department of Corrections MOU bills out at \$50.00/hour up to \$10,000 per data matching episode.

#### **K. Statewide Longitudinal Education Data Systems (SLEDs)**

1. Description: The goal of SLEDs is to create a system combining education and employment records. R&P and the Wyoming Department of Workforce Services (DWS) has five staff members sitting on various committees of the SLEDs initiative.
2. Customer Consultation: The Director of DWS attends the Executive Governance, Manager of R&P is on the Data Governance Board, and others attend the Privacy, Data Stewards, Security, and Policy Sub-Committees. The staff sitting on these committees provide information as requested.
3. Customer Needs Met: R&P provides expert information, analysis, and answers to LMI inquiries.
4. Collaboration: Other agencies involved in the initiative are as follows:
  - a) Wyoming Community Colleges Commission
  - b) University of Wyoming
  - c) Wyoming Department of Education
  - d) Wyoming Department of Workforce Services
  - e) Wyoming Enterprise Technology Services
  - f) Wyoming Attorney General's Office

#### **L. Recalibration of Wyoming Education Resource Block Grant**

1. Description: The Wyoming Legislative Services Office (LSO) has requested assistance in studying school district employment turnover. The LSO would also like to investigate attrition of teachers to other states, namely Utah.
2. Customer Consultation: The LSO has requested a recreation of a study done by R&P “Monitoring School District Human Resource Cost Pressures” in fall of 2012.
3. Customer Needs Met: The initial request was in April of 2020 and work continues into PY 2020 for this report. LSO will be able to use the information to make decisions about education funding in the state.
4. Collaboration: R&P will work with LSO to support the data request and prepare the report. R&P is leveraging WIG funds for this report at \$50.00 per hour.