

**Workforce Information Grant
Annual Performance Report
Program Year 2022
Georgia Department of Labor
Workforce Statistics Division**

Workforce Information Grant funds for Program Year 2022 were used to produce deliverables covered under US DOL Training and Employment Guidance Letters TEGL 01-22. The deliverables include the population and maintenance of the Workforce Information Database (WID); the production of industry and occupational employment projections; conducting and publishing relevant economic analyses and special workforce information and economic studies; posting products, information and reports on the Internet; and partnering with workforce investment boards and other key workforce and economic development partners.

Summary of Accomplishments

Populate the Workforce Information Database (WID) with state and local data

Product: Georgia Labor Market Explorer

Required Work Deliverables:

- Populate and maintain the most current version (version 2.8) of the Workforce Information Database (WID) to ensure a common structure for storing information and providing interstate access to workforce information.
- Populate all tables designated as core tables in accordance with the Analyst Resource Center (ARC) guidelines.
- Update Workforce Information database content in a timely manner to be as current as the state's most recent publications and data releases. Information and technical support will be provided on the ARC Web site at: <http://www.workforceinfodb.org>.
- Populate the database with the license.dbf and licauth. dbf licensing files. Licensing data must be updated every two years.
- Submit licensing data through the National Crosswalk Service Center (NCSC) for inclusion on America's Career InfoNet (ACINet) site at: <http://www.CareerInfoNet.org>.

Achieved Work Deliverables:

- The Workforce Statistics (WS) division used the most current version of the Workforce Information database resource (version 2.8) in order to meet national, state and local customer information needs during the Program Year 2022.
- The designated core tables were populated in accordance with the Analyst Resource Center (ARC) guidelines with content periodically updated in a timely manner as to keep current the state's most recent publications and data releases.
- Occupational licensing data was updated by populating the license.dbf and licauth.dbf database in PY 2021.
- The licensing data will be submitted through the National Crosswalk Service Center (NCSC) for inclusion on America's Career InfoNet (ACINet) site in PY 2022.

The Workforce Statistics (WS) database is an all-encompassing data center providing user-friendly information for all types of customers. These data types include, but are not limited to, Labor Force, Economic, Industry, Occupational, Educational, and Demographic information which allow customers to conduct labor market analyses for their various needs.

Specifically, Labor Force data includes labor force employment and unemployment figures, unemployment rates and unemployment insurance claims data for Georgia's various geographical delivery regions and user-defined regions. Economic indicators data includes per capita income, consumer price index, property values and taxes. Industry data includes quarterly reports of number of establishments, employment and wages, and projected long/short term occupational employment and occupational wages for Georgia's various geographical delivery regions and user-defined regions. Occupational data includes occupational employment by industry, licensed occupations, projected long/short term occupational employment and occupational wages. Education data includes information on schools that provide educational programs and training as well as specified program completers. Demographics data includes commuting patterns, income and population.

In addition to the aforementioned, the WS database provides both individuals and businesses with educational and recruitment services.

Produce and disseminate Industry and Occupational Employment Projections

Product: Statewide and sub-state industry and occupational employment projections

Required Work Deliverables:

- Produce and disseminate statewide and sub-state industry and occupational employment projections by using appropriate methodology, software tools and guidelines developed by the Projections Workgroup and the Projections Managing Partnership.
- Produce and populate the Workforce Information Database with statewide and sub-state long-term projections (10-year projection period)—statewide projections in even numbered years and sub-state projections in odd numbered years; as well as statewide short-term (2-years projection period) projections each year. Sub-state short-term projections are optional.
- statewide industry/occupational projections must be posted on the PMP Projections Central website.
- sub-state industry/occupational projections must be posted on the state's own LMI website (Note: The PMP Projections Central website does not support sub-state projections).

Achieved Work Deliverables:

- The WS division produced and disseminated statewide and sub-state industry and occupational employment projections using the appropriate methodology, software tools and guidelines developed by the Projections Workgroup and the Projections Management Partnership (PMP).
- The division also populated our own website and the Workforce Information Database with the statewide short-term (2022-2024) industry/occupational projections.
- The division self-published our statewide short-term (2022-2024) occupational projections onto the PMP Projections Central website prior to the March 7, 2023 due date.
- The division also posted, on our own website and the Workforce Information Database,

sub-state long-term (2020-2030) projections.

- The division provided a link to our sub-state long-term (2020-2030) occupational projections to the PMP prior to the July 7, 2023 due date.

Dissemination of various projections data are in the form of: *Georgia Jobs –Short-term Employment Projections*; *Georgia Workforce –Long-term Employment Trends*; *Georgia Area Workforce Trends* (for each of Georgia's 19 Local Workforce Development Areas); *Georgia Hot Careers*; *Georgia STEM Careers*; *Licensed and Certified Occupations in Georgia*

Relevant product creation

Product: Customer defined area economic studies and analysis reports; County by County outreach;

Required Work Deliverables:

Provide accurate and actionable information that enables informed decisions by customers and supports the development of data-driven strategies and policies. Produce products benefitting the governor, state legislature, state and local WDBs, relevant stakeholders, and the public.

Achieved Work Deliverables:

- The WS division conducted customer defined labor-shed analyses, workforce area and workforce commuting analyses, detailed commuting reports and summary commuting Infographic reports, standardized industry analysis reports, wage studies, trend analysis report and other customer defined data research project specific topics in support of the economic development needs of a wide array of workforce system stakeholders.
- The WS division, in partnership with other GDOL divisions, ETA programs, and data providers created and disseminated special reports for State Workforce Agencies, State and Local WDBs, economic agencies, workforce development organizations, chambers of commerce, education and training institutions, community colleges, and other state-identified strategic partners and stakeholders.

During the first half of PY 2022, WS team worked on close to 70 assorted economic projects to provide support and analysis for a wide variety of economic development projects across the state of Georgia. Close partnerships with GDOL Regional Coordinators, who served as local community brokers to request and deliver specialized data requests, benefit local WIBs and partner agencies, local businesses, and prospective businesses by making them aware of the availability of quality workforce information.

During the second half of PY 2022, GDOL pivoted to more in person outreach to communities. Out of 159 GA counties, contact was made with various entities in 69 counties (43%), and out of these, 28 counties (41%) were visited in person by GDOL representative with area specific LMI data packages.

The GDOL worked closely with the Governor's Office and legislators, Chambers of Commerce, Development Authorities, minority associations, educational institutions and other local government agencies regarding their data needs. Through these collaborations, staff have been often asked to provide more report customization utilizing data from GDOL as well as data from other sources such the U.S. Census Bureau.

Publications

Product: Georgia Labor Market Explorer

Required Work Deliverables:

Post all grant-funded products, reports, and workforce information on the Internet in a manner accessible to all members of the public

Achieved Work Deliverables:

- Georgia Area Labor Profiles -A comprehensive collection of various data published for each of Georgia's 159 counties and includes data for each county's labor draw area. Labor draw areas consist of the primary county and each of its contiguous counties. Data series included are: Labor Force, Population, Industry Mix, Top Employers, Commuting Patterns, Education Levels, Annual High School Graduates, Technical Colleges and completers, Employment Profile and Active Applicants registered at the local area career center. The reference period of the data varies from series to series, but most are for the latest calendar year available. It is best used as a tool for assessing the overall economic and labor market climate for a local area.
<https://explorer.qdol.ga.gov/vosnet/quest.aspx?questtype=IND&whereto=cms&id=387>
- Georgia Employment and Wages- Includes the average number of establishments, average employment, and average weekly wage during the calendar year. Data by month are available upon request. Employment for membership organizations, private households, and agriculture, forestry and fishing is not all-inclusive. Many employers in these three categories are not covered by the Employment Security Law and thus do not report data to the Georgia Department of Labor.
<https://explorer.qdol.ga.gov/vosnet/mis/current/ewcurrent.pdf>
- Georgia Jobs: Short-term Employment Projections -A brochure-style publication listing the jobs expected to be in the highest demand over the most current two-year period from a statewide perspective. Data displayed include annual occupational openings and occupational separations. Wages from the most current edition of Georgia Wage Estimates are also provided for each occupation.
<https://explorer.qdol.ga.gov/vosnet/mis/current/stepcurrent.pdf>
- Georgia Wage Estimates -An annual publication providing the average, median and middle hourly wage ranges for occupations in all industrial classifications, except agriculture, private households, and self-employed and unpaid family workers. Data are produced for Metropolitan Statistical Areas and Georgia's 19 local workforce areas. The publication includes appendices, which give a brief description of each occupational title, along with a conversion table for wages paid on other than an hourly basis.
<https://explorer.qdol.ga.gov/vosnet/mis/Current/wageestimatescurrent.pdf>
- Georgia Area Workforce Trends -A condensed view of industry and occupational trends published biennially for each of Georgia's 19 local workforce areas. Each booklet lists regional economic highlights with charts and graphs of the fastest growing industries, the top-growth industries, fastest-growing occupations, occupations with the most job growth, and occupations with the most projected annual openings. The booklets can be used as starting points for generating lists of demand occupations, which can then be compared to job openings and data on active job applicants to identify local trends for customized

workforce planning.

<https://explorer.qdol.ga.gov/qsipub/index.asp?docid=473>

- Georgia Workforce: Long-term Employment Trends -A booklet-style report published biennially providing an overview of long-term employment trends for various industries and occupations. The publication lists the fastest growing, most growth, and most declining industries. It also lists the fastest growing, most growth, and most declining occupations, as well as the occupations expected to have the most openings in Georgia. Also featured are the jobs with the most growth by level of education or training required.
<https://explorer.qdol.ga.gov/vosnet/mis/current/qaworkforcecurrent.pdf>
- Georgia Hot Careers- Information on occupations by education and training requirements, personal skills and abilities, work activities and occupational characteristics. Provides listing of careers with the fastest job growth, careers with above-average wages and careers with at least 100 annual job openings.
https://explorer.qdol.ga.gov/vosnet/mis/current/hot_careers_current.pdf
- Georgia STEM Careers- Information on science, technology, engineering, and mathematics (STEM) occupations in Georgia with the knowledge, education, wage, and projected annual openings associated with them.
<https://explorer.qdol.ga.gov/vosnet/mis/current/stem.pdf>
- Georgia Careers by OJT- Information on occupations in Georgia by the on-the-job training typically needed to attain competency in the occupation. Included are occupations along with work activities, education, wages, and annual openings associated with them.
<https://explorer.qdol.ga.gov/vosnet/mis/current/OJT.pdf>
- Licensed and Certified Occupations in Georgia –Updated information about the occupations that require licensing or certification in Georgia as well as occupations that offer certification as an option. Seven types of information are provided for each occupation. A general job description is given along with the applicant requirements, licensing or certifying agency, fees, examination information, professional associations, and related occupational titles and codes.
<https://explorer.qdol.ga.gov/vosnet/mis/current/cerliccurrent.pdf>
- LMI Annual Report - An overview of the current economic conditions in Georgia. This publication is designed for policy makers, business leaders, workforce professionals and students seeking insight into the overall economic health of the state. The publication analyzes a variety of traditional LMI data and real-time LMI job posting data to relate both in terms of employment, labor force, jobs, leading industries, and wages in the Georgia.
<https://explorer.qdol.ga.gov/vosnet/mis/current/lmireportcurrent.pdf>

The WS division collects, analyzes, and publishes a wide array of information about the state's labor market. This information provides a snapshot of Georgia's economy, job market, businesses, and workforce. These publications can be found on our website Georgia Labor Market Explorer, which is updated on a monthly basis and can be accessed at

<https://explorer.qdol.ga.gov/qsipub/index.asp?docid=356>

Training

Product: Online training and interactive tools

Required Work Deliverables:

States must provide employee development and LMI training to ensure quality service delivery

During PY 2022 training library of short instructional videos has been utilize for training. These short videos are approximately 5 minutes in length and each one covers a single topic related to labor market information. These videos are appropriate for staff and other data users as an introduction to LMI or refresher. The videos are presented in LMI Training Center hosted on the Georgia Labor Market Explorer. There are several desk aids and resource items available.

The Five Minute Basics video library includes the following videos:

Exploring the Explorer – This video provides an overview of navigating the Georgia Labor Market Explorer and highlights some of the most popular resources and reporting tools available.

Labor Force Data and the Unemployment Rate – This video covers the Local Area Unemployment (LAUS) data set and discusses the data used to address the labor force.

The Industry Mix – This video looks at a basic industry mix report which is the most common report generated from Quarterly Census of Employment and Wages (QCEW) data.

The Publication Page – This video looks at the publication schedule for all standard publications from WS and how to locate them using the Georgia Labor Market Explorer.

The Area Labor Profile – This video provides an overview of the Area Labor Profile Report which is a key report used by GDOL staff for customer education.

Employment and Wage Data – This video looks at both industry and occupational employment and wage data and discusses the usefulness of each data set.

Data Basics – This video looks at the principles of using data and what should be understood about each data set in order to be an informed and educated data user.

More Data Basics – This video expands the principles of the Data Basics video and looks at the “data basics” of different data sets to educate data users.

All videos can be accessed in our LMI Training Center

<https://explorer.gdol.ga.gov/vosnet/guest.aspx?guesttype=IND&whereto=cms&id=563>

The LMI Training Center or offers several desk aids that provide quick access to most commonly requested data from GDOL and beyond.

Data Availability by Geography

https://explorer.gdol.ga.gov/vosnet/mis/training/Data_Availability_Desk_Aid_Advanced.pdf

Data Availability Interactive Desktop Aid

https://explorer.gdol.ga.gov/vosnet/mis/training/Data_Availability_Desk_Aid_for_BSRs.pdf

While WS division staff provides quality assistance to all customers, GDOL career centers receive particular attention. The resources they utilize are shared with customers, partners and stakeholders, thereby expanding the reach of data valuable for each of their communities. These efforts allow WS to leverage time, talent and resources to impact and assist the greatest numbers of individuals across the state.

ETA Encouraged Work

- Actively seek opportunities to provide information and training to local workforce system, employers, job seekers, AJCs etc.

Achieved Work Deliverables:

Executive Research Committee member of the Governor's Office of Student Achievement (GOSA) – Georgia Academic and Workforce Analysis and Research Data System (GAAWARDS). GAAWARDS primary goal is to support educational and workforce development research and improvement through a Statewide Longitudinal Database System (SLDS) made available to approved, qualified, researchers. The GAAWARDS SLDS is a data repository that contains quality information for researchers to use for analysis and implementing improvements across Georgia's educational enterprise. The Executive Research Committee membership includes representatives from Department of Early Care and Learning (DECAL), Department of Education (DOE), Department of Labor (DOL), Georgia Independent College Association (GICA), Georgia Professional Standards Commission (GPSC), Georgia Student Finance (GSF), Governor's Office of Student Achievement (GOSA), State Charter Schools Commission (SCSC), Technical College System of Georgia (TCSG), and University System of Georgia (USG).

The WS division maintains ongoing data sharing agreements with many varied entities in the state to support and facilitate economic research. These agreements are renewed annually and allow the release of confidential workforce information to requesting entities who guarantee to observe all confidentiality requirements. These data sharing partners include, but are not limited to, the Georgia Institute of Technology, the Georgia Tech Enterprise Innovation Institute, Georgia State University, the GSU Andrew Young School of Policy Studies, the Governor's Office of Student Achievement, and the Atlanta Regional Commission.