

Workforce Information Grant Activities Minnesota's PY 2023 Annual Performance Report

Deliverable a. Workforce Information Database (WID 2.8) including licensing information

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
license	MN-LMI

licauth	MN-LMI
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Training on the WID was provided to staff as needed throughout the year.

Customer Consultation

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

Customer Needs Met

This deliverable is integral to the goal of disseminating LMI and helps us to quickly and easily develop new, and maintain existing, data tools including information on licensed occupations. 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 b. 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 and Education Explorer was redesigned and rebuilt during PY23 with input from workforce development professionals and job 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 newly rebuilt [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 [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, which industries and occupations are most impacted and what their recovery trajectories might look like.

Collaboration/Leveraged Funding

This activity supports collaboration. This year it also supported 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. This year, WIOA funding was used to redesign and redeploy the Career and Education Explorer with input from career counselors, job seekers and career explorers.

Deliverable c. LMI Training for Service Delivery

Description

Regional Analysts provided 37 trainings to local WIBs, AJC staff and others covering 1,339 audience members in PY23. The regional analysts publicize in-person and live virtual LMI [trainings](#) on the DEED website. They also continue to develop recorded 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 range of topics to a wide range of audiences. They, together with other LMI staff, provided 257 presentations in PY23 to 11,798 audience members. Moreover, LMI staff handled 1,578 requests for information in PY23 ranging from simple requests for data to media requests for interviews.

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 train on how to use the tool and how to use the data. Specialized trainings are provided for employers, HR professionals, education planners and students as well as other customer groups.

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, DEED Workforce Wednesday (employer focused) webinar series, MN Governor’s Office/Cabinet and many others.

PY23 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	Customer Group	Location	Attendees
Amanda	8/2/2023	Utilizing Data Tools for Healthcare Occupations	Mayo Clinic employees	Rochester	12
Amanda	10/31/2023	Wages & Compensation	Olmsted County Human Resource Group	Rochester	24
Amanda	1/16/2024	Labor Market Information Training for Career Exploration	WDI	Rochester	25

Amanda	11/1/2023	Labor Market Information Training for Career Exploration	WDI	Rochester	25
Amanda	5/14/2024	Labor Market Information Training for Career Exploration	WDI	Rochester	25
Amanda	6/26/2024	Labor Market Information Training for Career Exploration	WDI	Rochester	32
Amanda	9/14/2023	Labor Market Information Training for Career Exploration	WDI	Rochester	31
Luke	5/23/2024	LMI training for Grant Writers	DEED	St Cloud	15
Luke	6/20/2024	LMI Training	DEED	Marshall	12
Luke	8/2/2023	OES Training	Career Solutions	St Cloud	20
Carson	9/14/2023	Socioeconomic & Labor Market Data Sources	University of Minnesota Duluth - Labor Economics Class	Duluth	20
Luke	10/18/2023	LMI for Educators	Monticello Middle School	Monticello	50
Luke	10/19/2023	LMI Training	DEED	Marshall	20
Carson	10/31/2023	Understanding Northeast Minnesota's Labor Market Trends	DEED LMI Training Session	Virtual	20
Luke	11/1/2023	LMI for Students	Delano School	Delano	150
Luke	11/8/2023	LMI for Workforce Summit	UMVRDC	Granite Falls	60
Carson	1/16/2024	Leveraging Labor Market Information	Northspan/Northland Connection	Duluth	20
Carson	5/14/2024	Labor Market Information Training for HR, Workforce Development Professionals, and Educators	DEED LMI Training Session	Virtual - Teams	46
Carson	5/21/2024	Labor Market Information Training for Research, Economic Development, and Grant Writing	DEED LMI Training Session	Virtual - Teams	27
Carson	6/26/2024	Data Pull Process: data.census.gov	First Childrens Finance	Virtual - Teams	5
Anthony	10/31/2023	LMI for Vocational Rehabilitation	DEED	Bemidji	11
Anthony	1/16/2024	Workforce Wednesday: LMI for Employers	DEED	virtual	169
Anthony	5/14/2024	LMI for Human Resources	DEED	Bemidji	85
Tim	7/13/2023	Labor Market Information for Decision Making	DEED VRS	Virtual	60
Tim	10/6/2023	Labor Market Information for Decision Making	GCDF	Virtual	30
Tim	11/9/2023	Labor Market Information Training for Businesses	DEED	Virtual	30
Tim	11/13/2023	Understanding Minnesota Labor Market Trends	DEED	Virtual	25
Tim	11/14/2023	Labor Market Information Training for Career Tools	DEED	Virtual	40
Tim	1/10/2024	Intro to LMI Resources	DEED VRS	NE Minneapolis CareerForce Center	25
Tim	2/2/2024	Labor Market Information for Decision Making	GCDF	Virtual	30
Tim	4/24/2024	Data Tools and Employment Trends	DOLI VRU	DOLI HQ, St. Paul	25
Tim	5/3/2024	LMI Training Session	GCDF	Virtual	25
Tim	5/9/2024	LMI Training Session	DEED VRS	Virtual	30
Tim	5/20/2024	LMI Training for Career Tools	DEED	Virtual	65
Tim	5/23/2024	LMI Training for Businesses	DEED	Virtual	15

Tim	5/31/2024	LMI Training for Educators	DEED	Virtual	10
Tim	6/12/2024	LMI Tools for VRS	DEED	Virtual	25

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 [fully accessible PDF](#) or [website](#) with navigation: 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. PY23 articles include the following:

- Year In Review: Minnesota’s Labor Market: Minnesota’s labor market situation over the past year is in line with the Federal Reserve’s goal to curb inflation with a "soft landing" with continued, albeit slowing, job growth and hiring, and continued low unemployment. 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.
- Central Minnesota Holds Steadfast: With employment finally surpassing pre-pandemic levels, most data point to a strong and growing economy in Central Minnesota, although the labor market remains tight. This tight labor market is good news for job seekers, but the hiring and retention challenges for employers remain, almost becoming an accepted norm.
- The Metro Area's Labor Market in Motion: The Twin Cities Metro Area continues to experience very tight labor market conditions. Throughout 2023 and the beginning months of 2024, unemployment remained low, even as more workers joined the labor force. And while hiring demand dipped between 2022 and 2023, vacancy levels remain high, especially in certain industries.
- A New Equilibrium in Northeast?: Northeast Minnesota is one of four regions that has not yet reached pre-pandemic labor force levels and the number of people in the regional labor force actually declined slightly over the past year. However, the decline in the number of job vacancies combined with other factors point toward a potential loosening of the historically tight labor market in Northeast Minnesota.
- The Northwest Minnesota Labor Market Is Driven by Long-Term Trends...Again: With employment now gaining ground – total employment has surpassed its prior high of 2019 both in Northwest Minnesota and in Minnesota statewide – it is natural to think of this as a new era. With that frame of mind, we assess the state of the Northwest Minnesota labor market from the long-term trend perspective.
- Southeast Minnesota Job Growth and Vacancy Trends in 2023: The region saw a gain of nearly 3,500 jobs from 2022 to 2023, indicating a continuing recovery from the impacts of the pandemic. The regional labor force has shown a positive trajectory, with significant growth observed in recent months. Job vacancies have returned to pre-pandemic levels, signaling a normalization of the job market in the area.
- Back on Track in Southwest Minnesota: Economic recovery continued in Southwest Minnesota, as the 23-county region welcomed more than 1,600 additional workers to the labor force over the past year, and nearly 1,200 net new jobs from 2022 to 2023. As with the rest of the state, job growth likely could have been greater, if there were workers to fill the jobs.
- Green and Clean Employment in Minnesota: A Starting Point: Developing a cleaner and more environmentally sustainable economy will generate new jobs, change the skills required of existing jobs and reduce demand for other jobs. This article provides an overview of green and clean employment in Minnesota and defines commonly used terms.
- Short Term Projections – More Measured Growth: Employment projections produced by the LMI Office estimate a gain of 56,225 jobs over the next two years, equivalent to an average employment growth rate of

0.9% per year, a return to a rate typical of the years prior to the Pandemic Recession. Job growth is projected to vary across industries and occupations and this article details the differences.

- **Minnesota Cost of Living Update:** Each year, the LMI Office updates data in the Cost of Living Tool to help people calculate the cost of meeting basic needs for individuals and various family compositions in different locations across Minnesota. Adjustments in the cost of living calculation were most impacted by changes in expenses for child care, housing, taxes and transportation during 2023.

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. We leverage state funding to support our leadership role in SLEDS.
- [Green and Clean Workforce Planning](#): DEED LMI is partnering with the Minnesota Pollution Control Agency on the Climate Pollution Reduction Grant, which is supporting Minnesota's Climate Action Framework. DEED LMI in partnership with Governor's Workforce Development staff at DEED are responsible for the workforce planning piece of the planning grant. DEED LMI is also partnering with our Metropolitan Council on Twin Cities Metro Area workforce planning on this topic.

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 finalizing the redesign and modernization of the tools used to collect, edit and code these data and documenting the tool and process. We were able to use Statewide Planning Grant dollars from the Department of Commerce for much of this work.
- [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 GEO 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 (colleges and universities) and all of the public and private colleges in Minnesota. Occupations in Demand came out of a collaboration with the Dislocated Worker Program and Regional Analysts train on this tool every year. Regional analysis is conducted in partnership with local WIBs and employers. Research ideas are generated by our customers through requests and questions and brought to fruition as Trends and Review articles and presentations by our analysts and Regional Analysis unit.

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. 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 and report on 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 the [Comparing Recession Tool](#) and the Economic Recovery [Dashboard](#). We work closely with the Commissioner's office to provide reports and information that are needed for policy making and planning to the Governor's Office, legislature and other agencies. 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. We've also provided information on Minnesotan's with disabilities in the workforce, immigrant workers in Minnesota and the green/clean workforce.

[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

Our recommendation is that ETA provide supplemental support for workforce alignment projects such as a job vacancy survey, skills gap surveys and/or occupations in demand analysis. Workforce alignment continues to be the single most important labor market issue. 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 now publish only once annually (instead of twice). This comes at a time when labor force shortages continue to be the most critical issue that Minnesota's employers are facing.