



COLORADO

Office of Labor
Market Information

Department of Labor and Employment

PY 2023 Colorado Annual Performance Report

July 2023 - June 2024 ETA Workforce Information Grants to States

9/16/2024



Core Deliverables and Activities

I. Workforce Information Database

Colorado Labor Market Information (LMI) is currently operating with version 2.8 of the WID. The primary purpose of the WID is to serve as the repository of the labor market and other economic information for Colorado. It also serves as the online database for LMI Gateway, Colorado LMI's web application. The LMI Database and Delivery system is maintained by Geographic Solutions and receives around 500 visitors per week.

All core tables in version 2.8 of the database as defined by the WID Consortium are populated according to the guidance set forth in TEGL 20-22. Specifically, the two required Licensed Occupation files (license.dbf and licauth.dbf) were updated and submitted to the ARC on June 4, 2024, before the due date of June 30, 2024. The tables are regularly updated with the most current data available.

The core tables produced are the following: CES, EMPD (Employer Database) LABFORCE - LAUS (including Non CORE sections Statewide LPOP & EPOP), IOWAGE - OEWS (including NON CORE Sections County & Workforce Regions), IOMATRIX Projections (Short & Long Term Industry & Occupational), INDUSTRY - QCEW Data, as well as submitting updated LICENSE & LICAUTH to ARC as stated above.

The other Non-core tables updated this year include: Consumer Price Index - CPI, Census Data - POPULATN, CESCOCODE, MATXIND, MATXOCC, INDDIR, OCCDIR, NAICCODE, and PERIODIC.

Customer Needs Met:

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

The 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:

The activity supports collaboration. For example, Colorado collaborates with the Governor's office, Office of Economic Development and International Trade, Legislative Council, policy makers including state and local workforce development boards, (colleges and universities) on education planning as well as high school education planners around the state, and nonpartisan researchers.

II. Industry and Occupational Projections

Long-term Industry and Occupation Projections:

The Employment and Training Administration (ETA) requires LMI to produce one set of statewide, long-term industry and occupation employment projections every other year. Sub-state, long-term projections are required in alternating years, but the number of sub-state areas is not specified.

LMI goes beyond the ETA requirement by producing long-term projections for the state, seven Metropolitan Statistical Areas (MSA) and three Balance of State Areas (BOS) annually.

The Program Year (PY) 23 Workforce Information Grant required LMI to complete 2022-2032 statewide, long-term projections. The PY23 activities included the production of the 2022-2032 statewide and sub-state, long-term industry and occupation employment projections were published on LMI Gateway at the end of July 2023. These were delivered to the ETA at the end of June 2024.

Long-Term Industry and Occupation Projections Links:

[Occupational Employment Projections Long-Term](#)

[Industry Employment Projections Long-Term](#)

Short-term Industry and Occupation Projections:

The ETA requires LMI to produce one set of statewide, short-term industry and occupation employment projections each year.

LMI goes beyond the ETA requirement by producing short-term projections for the state, seven Metropolitan Statistical Areas (MSA) and three Balance of State Areas (BOS) every six months.

The PY23 Workforce Information Grant required LMI to complete 2023-2025 statewide, short-term projections. The PY23 activities included the production of 2nd quarter 2023-2025 statewide and sub-state, short-term industry and occupation employment projections which were published on LMI Gateway at the end of February 2024. These were delivered to ETA at the end of February 2024.

Short-Term Industry and Occupation Projections Links:

[Occupational Employment Projections Short-Term](#)

[Industry Employment Projections Short-Term](#)

Customer Consultation:

LMI works with local workforce boards and the Executive Director's Office to develop visualizations, maintain and enhance data tools, and disseminate information that is useful and easy to understand.

The [Colorado Career Outlook Flyers](#) (tab Career Flyers) display employment projections and both were developed with and for job counselors and career seekers. The Colorado Career

Outlook Flyers provide job seekers a snapshot of the top occupations and their wage range. These flyers are produced for two types of job seekers: occupations that require on-the-job training and occupations that require higher education. The two flyers produced are electronically available for 11 different geographical areas. We collaborate with the workforce centers on information they are seeking in order to provide this product. In addition, we provide and print them upon request from a workforce center or other customers.

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 Colorado Career Outlook Flyers. These tools are used across the career counseling spectrum including high schools, colleges, workforce staff and partners. They are also used by the workforce investment boards (WIBs) for planning.

These forecasts have been used to inform the Governor's office, legislature, WIBs, and other policy makers about the likely course of job loss and recovery in Colorado and which industries and occupations are most impacted and what their recovery trajectories might realistically look like.

Collaboration/Leveraged Funding

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

III. Employee Development and LMI Training for Service Delivery

As we have heard from other states throughout the year, attracting and retaining skilled employees remains a challenge. Employee training and development are vital not only in supporting professional growth but also in delivering quality services to our customers. We encourage staff to attend any available LMI-related training to expand their knowledge and develop relevant skills.

In PY23, we conducted over 20 presentations, training, or outreach on our data products to a number of key customers that include job counselors; business service representatives; researchers; economists; workforce development board (WDB) members; planners and policy makers; and students, teachers, and school counselors.

Customer Consultations

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

Customer Needs Met

LMI staff members worked closely with WDBs to provide requested information in electronic format and for in-person or virtual presentations. The presentations and data helped the WDBs, workforce centers, researchers, and economists set priorities for customer training and workforce development initiatives in their regions. The information also helped customers understand labor market trends within their regions and provided a snapshot of trends and potential opportunities for growth. In addition, the trainings walk customers through LMI tools and discuss how to use the tools and how to use the data. Lastly, there were board meetings and other monthly collaboration meetings that we attended where we did not present. The attendance in these meetings demonstrates our cooperation, in addition, it helps us get ideas of research or outreach to conduct in the future.

Collaboration/Leveraged Funding

The Workforce Development Programs unit within the Colorado Department of Labor and Employment funds the state analysts or researchers out of WIOA set-aside funding.

Table #1 shows the training and outreach provided to WIOA staff and Table #2 shows the training and outreach provided to all others. The activities supported both collaborations and leveraged funding.

Table #1 - LMI Training and outreach provided to Workforce Information Opportunity Act staff. (CDLE = Colorado Department of Labor and Employment)

Date	Host	Presentation, Training or Outreach	Topic	Attendance
7/21/23	Colorado Department of Labor and Employment	Outreach	Colorado Employment Situation	20
8/18/23	Colorado Department of Labor and Employment	Outreach	Colorado Employment Situation	16
9/14/23	NASWA Panel	Presentation	LMI and Communication making magic	30
9/15/23	Colorado Department of Labor and Employment	Outreach	Colorado Employment Situation	17
10/20/23	Colorado Department of Labor and Employment	Outreach	Colorado Employment Situation	16

Date	Host	Presentation, Training or Outreach	Topic	Attendance
11/17/23	Colorado Department of Labor and Employment	Outreach	Colorado Employment Situation	15
12/04/23	Colorado Business Economic Outlook & Forum	Presentation	Inflation: How did we get here and where are we headed?	150
12/14/23	Colorado Workforce Development Council	Outreach	LMI Programs and why LMI is important	10
1/19/24	Colorado Department of Labor and Employment	Outreach	Colorado Employment Situation	16
3/11/24	Colorado Department of Labor and Employment	Outreach	Colorado Employment Situation	15
3/22/24	Colorado Department of Labor and Employment	Outreach	Colorado Employment Situation	15
4/03/24	Colorado Department of Labor and Employment	Outreach	Synergy in Action: Explaining SAM and benefit to local areas	35
4/03/24	Geographic Solutions	Outreach	Pathways to Employment : State of	120

Date	Host	Presentation, Training or Outreach	Topic	Attendance
			Labor Market via Geosol	
5/7/24	Colorado Department of Labor and Employment	Outreach	Statistical Adjustment modeling for Workforce Intelligence Data Expert Team	18

This next set of presentations and outreach were provided to our non-WIOA partners and customers. These presentations supported collaboration and continued LMI outreach.

Table #2 - LMI Training and outreach provided to non-Workforce Information Opportunity Act staff

Date	Host	Presentation, Training or Outreach	Topic	Attendance
9/7/23	Post - Readiness Career Showcase	Outreach	Where are the jobs going to be when they graduate	300
9/14/23	National Coal Transport Association	Presentation	Labor Market Trends related to Coal industry	80
11/2/23	Post - Readiness Career	Presentation	Where are the jobs going to be	500

Date	Host	Presentation, Training or Outreach	Topic	Attendance
	Showcase		when they graduate	
3/7/24	Post - Readiness Career Showcase	Outreach	Where are the jobs going to be when they graduate	1,000
3/7/24	Post - Readiness Career Showcase	Outreach	Where are the jobs going to be when they graduate	500
4/25/24	Post - Readiness Career Showcase	Outreach	Where are the jobs going to be when they graduate	500
5/3/24	Organization of Economic Cooperation and Development	Outreach	Colorado's Aging Economy - Focus on mid-career (45-54) and older workers (55+)	15
6/24/24	Workforce Labor Market Information Committee Meeting	Outreach	New products that we have created specifically around accessibility	24

Staff Attendance at Training and Conferences

Staff also attended numerous trainings and conferences during PY23. These are detailed below:

July 2023

- On 7/12/2023, a group of staff members attended the Denver Association of Business Economists (DABE) event on The Grecian Horse: how much impact do immigrants have on economic state policies and institutions?

August 2023

- On 8/23/2023, a group of staff members attended the DABE summer event.

September 2023

- One staff member attended the Projections Managing Partnership (PMP) summit held in-person while another staff member attended via Zoom.

October 2023

- A few staff members attended the Geographic Solutions Workforce Technology Conference.
- Numerous staff members attended the DABE meeting on 10/10/2023 for Discussion on Statewide November Ballot Measures.

November 2023

- Several staff members attended the virtual and in-person State Demography Summit on 11/3/2023. This one-day conference offers attendees the opportunity to learn about the most current population and economic estimates and forecasts for the state and its regions. The morning session covered the economic and population conditions and outlook for the state and their implications. The afternoon session dug deeper into data tools, data reliability, and data definitions.

- One staff member attended the Analyst Resource Center (ARC) Fall Conference from 11/7/2023-11/9/2023.
- Numerous staff members attended the DABE meeting on 11/16/2023. The event was: An Evening with Chris Stiffler Celebrating his book, Economics In-other-words.

December 2023

- Seven staff members attended the 2023 Colorado Business Economic Outlook Forum on 12/4/2023. Many of these staff members contributed to the Colorado Business Economic Outlook Report, seen below in Section IV.

January 2024

- Numerous staff members attended the DABE meeting on 01/17/2024 on the Denver Economic Outlook: What's in store for 2024 and Beyond.

February 2024

- Two staff members attended the in-person NASWA WLMI Committee meeting as well as the summit, 02/13/2024-02/15/2024.
- Numerous staff members attended the DABE meeting on 02/21/2024: Why and How to Dollarize Argentina.

March 2024

- Numerous staff members attended the DABE meeting on 03/20/2024 on Land Value Tax: A Better tax and way to solve the housing affordability crisis?

April 2024

- On 04/17/24, numerous staff members attended the DABE meeting on Exploring a Treasure Trove of Data: A presentation by the Director of the Bureau of Economic Analysis.

- One staff member attended the ARC Spring Conference from 04/23/2024-04/25/2024.
- One staff member attended the Tableau Conference hosted by Tableau from 04/29/2024-05/01/2024.

May 2024

- Numerous staff members attended the DABE meeting on 05/15/2024 on Data-driven approach to finding communities in need: A presentation of the Colorado Disproportionately Impacted indicator site.
- On 5/20/2024, all Labor Market Information staff attended a training on how to make emails accessible.

June 2024

- One staff member attended the C2ER conference from 06/11/2024-06/14/2024.
- Numerous staff members attended the DABE meeting on 06/26/2024 on a discussion on China's economy and its unique role in global economics.
- On 6/6/2024, all Labor Market Information staff attended a training on how to make google documents or microsoft word documents accessible.

IV. PY23 Annual Economic Analyses and Other Reports

The ETA requires LMI to conduct and publish relevant economic analyses, and special workforce information and/or economic studies determined to be of benefit to the Governor and state and local Workforce Investment Boards.

The Colorado Talent Pipeline Report

View this PDF: [2023 Talent Pipeline Report](#)

The Colorado Business Economic Outlook Report

View this PDF at University of Colorado Boulder: [Colorado Business Economic Outlook 2024](#)

Our credits can be found on page 17 under Colorado Economic, Employment and Population outlook and page 162-166 of this report under Population and Employment. Ten percent of the report comes from LMI contributions and input in committee meetings.

Analysis of Expected Revisions to Nonfarm Payroll Job Estimates

The quarterly report provides Colorado expected revisions to Colorado nonfarm payroll jobs by using the most current Quarterly Census of Employment and Wage data. Due to delays in finalizing QCEW data we temporarily discontinued producing this report.

Governor's Office of State Planning and Budgeting (OSPB) - Revenue Forecast

We collaborate with our partners at OSPB to provide data that compliments the Revenue Forecast. They provide forecasts on a quarterly cadence and are available on their website. View this link to get the most recent forecasts: [Colorado Economic and Fiscal Outlook](#).

- September 20, 2023
- December 20, 2023
- March 15, 2024
- June 20, 2024

Legislative Council - Focus Colorado: Economic and Revenue Forecast

We collaborate with our partners at Legislative Council to provide data that compliments the Focus Colorado: Economic and Revenue Forecast. Legislative Council provides forecasts on a quarterly cadence that are available on their website. View the [Forecasts by Calendar Year](#).

- September 20, 2023
- December 20, 2023
- March 15, 2024
- June 20, 2024

Monthly Employment Situation

Every month, LMI puts together a press release for the monthly employment situation where we publish key labor market indicators: Local Area Unemployment Statistics and Current Employment Statistics data. This monthly labor report leverages ETA funding by providing key labor market statistics requested by stakeholders. The press releases below are in order of publication date.

- **June 24, 2024**
 - [Colorado Employment Situation for May 2024](#)
 - [Supplemental information for Colorado Employment Situation for May 2024](#)
- **May 17, 2024:**
 - [Colorado Employment Situation for April 2024](#)
 - [Supplemental information for Colorado Employment Situation for April 2024](#)
- **April 19, 2024:**
 - [Colorado Employment Situation for March 2024](#)
 - [Supplemental information for Colorado Employment Situation for March 2024](#)
- **March 22, 2024:**
 - [Colorado Employment Situation for February 2024](#)
 - [Supplemental information for Colorado Employment Situation for February 2024](#)
- **March 11, 2024:**
 - [Colorado Employment Situation for January 2024](#)
 - [Supplemental information for Colorado Employment Situation for January 2024](#)
- **January 19, 2024:**
 - [Colorado Employment Situation for December 2023](#)
- **December 17, 2023:**
 - [Colorado Employment Situation for November 2023](#)

- **November 17, 2023:**
 - [Colorado Employment Situation for October 2023](#)
- **October 20, 2023:**
 - [Colorado Employment Situation for September 2023](#)
- **September 15, 2023:**
 - [Colorado Employment Situation for August 2023](#)
- **August 18, 2023:**
 - [Colorado Employment Situation for July 2023](#)
- **July 21, 2023:**
 - [Colorado Employment Situation for June 2023](#)

Occupational Employment and Wage Statistics (OEWS) Press Release

Every year, we publish a press release on OEWS highlights and focus on a specific occupation. This year, we focused on occupations in Computer & Mathematical. The growth in employment of this major group since 2010 led to the addition of several new occupational classifications with the 2018 revision to the Standard Occupational Classification system. New members of this category include database architects, data scientists, web and digital interface designers, and software quality assurance analysts and testers.

- View this [OEWS Press Release](#), published on April 10, 2024.

Occupational Employment and Wage Statistics Survey Report

The results of the May 2023 Occupational Employment and Wage Survey were published in late July of 2024. The survey report is available under Products & Resources on LMI Gateway. The publication is available for the state, all Metropolitan Statistical Areas, and Balance of State areas.

- View this PDF: [Occupational Employment and Wage Statistics Survey Report](#)

Unemployment Insurance Trust Fund Report

As required by HB11-1288, CDLE produces an annual report on the financial condition of the unemployment insurance trust fund for the Colorado General Assembly due by August 31.

- View the [2024 Colorado Unemployment Insurance Trust Fund Report](#)

Census of Fatal Occupational Injuries (CFOI) Press Release

The results of the 2022 Fatal Occupational Injuries press release highlighted the increase in Colorado work-related fatalities. The press release was released in December of 2023.

- View the [2023 CFOI Press Release](#)

Optional Deliverables and Activities

Governor's Revenue Estimating Advisory Committee

Tim Wonhof, Program Manager serves on the Governor's Revenue Estimating Advisory Committee, the Economic Development Council of Colorado, and as the Vice President of the Denver Association of Business Economists. Prior to each monthly press release and press call, he meets with members of the Governor's cabinet to provide them with pre-release data on the state of Colorado. His attendance supports collaboration with the Colorado Economic Development Department.

Projections Managing Partnership

Colorado LMI continues to be an active leader, fiscal agent, and participant in the Projections Managing Partnership (PMP). Statistical analysts Sarah Casias and Shannon Kerr serve on PMP committees, while operations assistant Michael Culpepper leads the fiscal agent piece. Sarah's work on the PMP consists of answering questions on the Projections forum, answering questions from any of the OP analysts from around the country, and training new OP analysts from different states. Their attendance supports the collaboration with the PMP.

WIOA Allocations

Our WIGs staff completed the following activities that support collaboration with our WIOA partners, which leveraged LMI funding.

- Completed the adult and youth three-part and the dislocated worker six-part WIOA funding worksheets;
- Provided data for PY 2023 Local Area Designation;
- Updated the Statistical Adjustment Model for both the state and the workforce regions; and
- Completed the LMI portion of the WIOA State Plan Program Years 2022–2025.

Local Employment Dynamics (LED)

Colorado participates in the LED Partnership with the U.S. Census Bureau, and continues to share QCEW and unemployment insurance earnings data to be combined with administrative data from the Census. The Census Bureau uses this data to create statistics on employment, earnings, and job flows at different levels of geography and industry and for different demographic groups. Staff regularly utilize data from this program for data requests and products. One of the most requested data sets is quarterly workforce indicators (QWI) from the QWI application. In addition, the Colorado LMI Director serves as the Mountain-Plains representative on the LED Steering Committee. The work being done is collaborative and provides support for those states that are part of the partnership.

Statistical Adjustment Model (SAM)

The SAM was created by LMI in response to a Federal Government initiative promoting data-driven regional workforce goals with common comparison measures. To this end, LMI has partnered with Workforce to develop mathematical methods which help inform Colorado's standing in relation to the work-related goals that have been negotiated with the Federal Government. The model further provides a consistent set of metrics to inform

goals for each Workforce region within the state. The SAM is delivered to the Workforce in August of each year. It takes approximately eight days to compile the relevant information used for regional comparison.

Training and Outreach

The Training and Outreach (TAO) team, along with members of the OEWS team, produced an OEWS poster which provides Wages by Major Occupation group for job seekers and students. We collaborate with the Colorado Workforce Development Council in addition to schools to ensure this is data they need to fulfill their goals. This poster is available electronically on LMI Gateway and is available in print upon request. View the [2024 OEWS poster](#).

The TAO team, in collaboration with Workforce Development Programs, created pocket resumes for English speaking youth and adults as well as Spanish speaking youth and adults. This collaboration leverages LMI funding. We have found that students acquire Spanish pocket resumes for their parents at home to utilize since Colorado has many Spanish-speaking communities.

View the English and Spanish pocket resumes PDF under [Pocket Resumes](#). The TAO staff produced, printed, and distributed almost 14,000 products (brochures, training materials, literature) based on the most current LMI data available. All of these products are available electronically. Providing our products electronically reduces costs and improves efficiency by increasing customer access.

Additional Data sets provided via Excel spreadsheets

We provide additional data sets including industry and occupational growth and education reports for both long-term and short-term projections. The projections piece develops information about occupations expected to have the most new jobs, the fastest growing occupations that require a bachelor's degree, and more. These LMI leveraged funding documents are user-friendly and more easily accessible to economists, economic

developers, the public sector, and the public. It also incorporates information that is not available through the GeoSol data pulls (i.e. typical education).

View the [Excel Data Downloads](#).

Tableau

We continue to use Tableau as a platform to provide visualizations to inform users about LMI data. This has blossomed into much more than general LMI data. We now have six Tableau dashboards that highlight the following: Labor Market Overview; Job Openings and Labor Turnover; Colorado Labor Force Demographics; Characteristics of Colorado's Labor Force; Colorado Private Industry Size Class Overview and our most recent Characteristics of Colorado's Labor Force, Annual Supplement. During this program year we also converted all of these dashboards into being accessible based on Web Content and Accessibility Guidelines 2.2.

View our [public Tableau page](#).

Local and National Inflation Report

When inflation over the year went above 9%, we experienced a flood of questions about the impact on Colorado. Based on all the questions we were receiving from our Governor's office, Executive Director's office, press and other researchers and economists, we created a Local and National Inflation Trends report and published it on a monthly cadence. Once this started to cool down, we stopped producing the report in early 2024.

Accessibility

When informed of the new state accessibility law (HB21-1110 Colorado Laws for Persons with Disabilities), LMI identified next steps and needs for our Office to ensure compliance with the law by July 1, 2024. The LMI team advocated for an accessibility specialist position for our Division and welcomed the Web Accessibility Administrator to our team in June 2023. Since then, the LMI team have worked diligently to remediate each digital LMI product, such as the monthly Employment Situation press release, Tableau data

dashboards, quarterly QCEW Private Industry Size Class reports, the UI Trust Fund Report, and many more. The team reviewed all LMI products and reports typically published through LMI Gateway and established an LMI Remediation Progress Tracker to track accessibility remediation, recreation, or purging of outdated documents and products. In designing the new LMI Drupal website and redesigning the LMI Gateway homepage, the Marketing & Communications Specialist intentionally prioritized accessibility and ensured these products were strategically highlighted for ease of access.

Additionally, following the publication of the OIT Technology Accessibility Standards (8 CCR 1501-11), the Web Accessibility Administrator and Marketing & Communications Specialist worked with individual staff on recurring projects to draw awareness to accessibility needs and plan for new processes from beginning to end to ensure that all products are accessible to public stakeholders. This effort, combined with the creation of mandatory accessibility training for all LMI staff, ensures that accessibility is built-in to the creation of LMI products so all Coloradoans are able to access LMI's data downloads, dashboards, reports, and press releases.

Furthermore, the Web Accessibility Administrator, LMI Director, and Marketing & Communications Specialist worked with a digital accessibility vendor called Level Access to conduct three manual evaluations on the Geographic Solutions LMI Gateway system. Over nine months, they worked with the GeoSol LMI developer team to resolve 315 accessibility findings as a result of the manual evaluation to bring LMI Gateway into WCAG 2.2. A & AA conformance.

General LMI statistics on questions

LMI staff answered over 30 press questions, fielded 12 press calls, and produced 18 press releases. In addition, we've had over 75 data requests from our Executive Director's office, Governor's office, or other state agencies, which leverages LMI funding.

Analytics and Audience Engagement

The Colorado LMI Office has experienced exciting new software changes over the course of the past year.

At the end of 2023, we acquired GovDelivery, a leading digital communications platform and subscription management system geared for government organizations. Previously, we had used an in-house Google script to maintain subscribers and send templated messaging when we had updates or other items to communicate to the public. This in-house script served an interim purpose, though we had come to the realization that it had limitations and we had outgrown the capacity of emails it was able to send in one day. In late December, we migrated our 1,451 subscriber contacts into the new GovDelivery system. Our subscriber count increased to 1,730 by June 30, 2024. From 12/27/2023, to June 30, 2024, we have sent 18 informational bulletins to our external subscribers. We have an average delivery rate (the percentage of messages successfully delivered to intended recipients) of 97 percent, and an average open rate (the percentage of messages that were opened by intended recipients) of 33 percent, exceeding the average open rate for government emails, estimated to be in the 20-30 percent range depending on various industry sources.

For almost 20 years, we have used LMI Gateway as our primary “website” for labor market information. LMI Gateway is not a traditional website, but technically a data application that offers the capacity and security to host the vast amount of data required by state LMI offices across the country.

For all its robust data capabilities, we have long heard feedback from the public, external stakeholders, and internal staff alike that LMI Gateway was not the most user-friendly and intuitive tool for general information about LMI, our programs, and our products.

Over the past year, we made the decision to migrate and build out general information about LMI, our programs, and our products to our department’s external website at cdle.colorado.gov to expand our web presence through the CDLE audience and provide a

more direct pathway for users seeking this information. CDLE uses the Drupal web content management system to host the public website (cdle.colorado.gov/dlss/lmi) and a web accessibility monitoring tool called SiteImprove to monitor and improve the quality of our site content by identifying accessibility and other content issues through an automated weekly scan.

On April 3, LMI launched new web pages at cdle.colorado.gov/lmi along with a simplified and streamlined redesign of the LMI Gateway homepage.

Since the launch, we've consistently heard positive feedback about these changes and continue to be receptive to all feedback.

From July 1, 2023 to June 30, 2024, we tracked 24,387 web visitors and 24,362 unique web visitors to LMI Gateway. Total web visits included 199,757 views and 46,017 sessions in the application. There were a total of 6,831 web downloads.

A. Our top 10 downloads from LMI Gateway with quantity are:

1. Jobseeker Guide to Gateway (611)
2. December 2023 Employment Situation (570)
3. August 2023 Employment Situation (512)
4. June 2023 Employment Situation (421)
5. September 2023 Employment Situation (406)
6. July 2023 Employment Situation (389)
7. October 2023 Employment Situation (357)
8. OEWS Press Release 2022 (355)
9. November Employment Situation (303)

10. UI Trust Fund Report 2023 (265)

From the April 3, 2024 launch of our new website to June 30, 2024, we tracked 6,900 total website views with 4,792 unique website visitors. There were a total of 607 file downloads and 2,076 file previews.

B. Our top 10 downloads from our new website (cdle.colorado.gov/lmi) are:

1. OEWS 2022 Estimates - Excel (94)
2. OEWS 2022 Estimates, County Level - Excel (58)
3. Employment Situation, April 2024 - PDF (42)
4. Long-term Industry Projections, 2022-2023 - Excel (42)
5. Long-term Occupational Projections, 2022-2023 - Excel (39)
6. Short-term Industry Projections, 2023-2025 - Excel (33)
7. Current Population Survey demographic data (Demecon), March 2024 - Excel (32)
8. Short-term Occupational Projections, 2023-2025 - Excel (27)
9. OEWS 2022 Estimates, Workforce Regions - Excel (24)
10. Current Population Survey demographic data (Demecon), Annual 2023 - Excel (23)

C. Our top 10 files with the highest user activity, which includes total previews and downloads are:

1. Employment Situation, April 2024 (561)
2. Employment Situation, March 2024 (517)
3. Employment Situation, May 2024 (205)

4. OEWS 2023 Press Release (195)
5. OEWS 2022 Estimates (182)
6. OEWS 2022 Estimates, County Level (113)
7. Long-term Industry Projections (78)
8. Long-term Occupational Projections (75)
9. Demecon, March 2024 (62)
10. Short-term Industry Projections (60)

Customer Consultation

Many of these projects and research listed above come out of consultation with customers. The pocket resumes are a result of collaboration with the Governor's Summer Job Hunt staff and workforce centers.

Regional analysis is conducted in partnership with local WIBs and employers. Ideas are generated by our customers and brought to fruition as Trends and Review articles by our analysts.

Customer Needs Met

Customer groups served by this deliverable include job seekers, students and parents; businesses/employers; workforce and labor market intermediaries including employment, school and career counselors; program and service planners at educational institutions and community-based organizations; policy makers including state and local workforce development boards; partners including economic development entities and human resource professionals; and other customers including recipients of workforce development grants, researchers, commercial data providers and the media.

Collaboration/Leveraged Funding

Several of these projects involve collaborations with WFD programs and WIBs. Other projects involve partnerships within our own agency with the Unemployment Insurance program and Division of Labor Standards and Statistics. Business Employment Dynamics involves a partnership with the Census Bureau. Finally, all of our survey work involves an ongoing partnership with employers across Colorado. Without their partnership, we could not gather the data we need to understand Colorado's economy and labor market. None of these projects leveraged funding in PY23.

Recommendations for ETA changes and improvements to WIGS Requirements

We have two recommendations for ETA for changes and improvements to WIGS requirements.

- In section (e), Information technology specifications, the second paragraph states that 'states are encouraged to maintain and share with ETA state LMI website analytics...'. The subsequent sentence is that states should report this information in the annual report. If analytics are a requirement, please change the language in the first sentence to state 'states must maintain and share with ETA state LMI website analytics' to avoid ambiguity
- Shorten the language for grant product attribution and intellectual property rights. Layout space is limited in some of our products and a more concise statement would provide us more space for useful content.

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