

State of Arizona
Program Year 2023-2024
Workforce Information Grant Annual Performance Report

Arizona's annual performance report for program year (PY) 2023, which began July 1, 2023, and ended June 30, 2024, is required by the Employment and Training Administration, U.S. Department of Labor, Training and Employment Guidance Letter (TEGL) No. 20-22. This report provides a summary of activities conducted by the Arizona Office of Economic Opportunity (OEO) to meet core deliverables and provides recommendations for improvements to the deliverables.

Core Deliverables and Activities:

1. Workforce Information Database (WIDb)

The WIDb is hosted and maintained in OEO. OEO completed the database migration to version 2.8 in PY 2019. OEO will migrate to version 3.0 in PY 2024. The relational database product used for the WIDb is MySQL. SAS is the primary statistical software in use when working with the WIDb. A dedicated SAS data connection engine allows access to native MySQL data objects such as functions and stored procedures. OEO stores the WIDb on an in-house server. Only OEO economists use the WIDb for statistical purposes. OEO produced disclosable data extracts from the internal WIDb for use in the public version of the database that forms the backend of web query tools.

Deliverable and Conformance with Schedule:

OEO updated core tables and corresponding look-up and crosswalk tables in a timely manner. OEO completed the 2023-2025 and 2022-2032 industry and occupational employment projections for the state and sub-state geographic areas and posted them to the WIDb in a timely manner.

II. Industry and Occupational Employment Projections

OEO produced and published the 2023-2025 employment projections for the state, local workforce areas, and counties. OEO also continued to produce their long-term employment projections annually, publishing their 2022-2032 projections in the first half of PY 2023. OEO is committed to producing annual long-term projections for state, local workforce areas and counties.

Industry and Occupation Employment Projections:

As designated by the TEGL, OEO produces short-term industry and occupation employment projections annually. OEO began producing state and sub-state long-term industry and occupation projections annually in PY 2019 and is committed to producing them annually moving forward. In PY 2023, OEO published detailed short-term and long-term employment projections by three-digit NAICS code for the state, counties, and all but one WIOA defined local workforce investment area geographies (projections were not produced for the Nineteen Tribal Nations geographic area because of lack of data).

OEO prepared short-term employment projections using Q2 2023 as the base period and Q2 2025

as the projection period. OEO produced employment projections for the state, fifteen Arizona counties, three combined county workforce areas and two sub-county workforce areas. OEO prepared long-term employment projections using 2022 annual data as the base period and 2032 as the projection period.

OEO published long-term state and sub-state occupational employment projections on the OEO website and the WIDb on time. OEO economists used the software developed by the Projections Managing Partnership Consortium, along with additional tools, to produce employment projection estimates. OEO produced a written publication and additional analysis to help communicate the projection estimates.

Deliverable and Conformance with Schedule

Arizona met deliverable II and conformed to the schedule for the short- and long-term industry and occupational employment projections.

III. Annual Economic Analysis and Other Reports

OEO completed numerous economic analysis projects as detailed below:

- **Rapid Response Data Visualization Tool:** The team created new analyses for the DES Rapid Response team, developing a data visualization tool that provides quick insights into WARN and non-WARN trends. This tool enabled workforce decision-makers to respond quickly to changes in local labor markets and support dislocated workers more effectively. The tool is available on the Arizona@Work website at: <https://arizonaatwork.com/explore-services/rapid-response>.
- **In-Demand Education List for CTE:** The team worked closely with the Career and Technical Education (CTE) program to produce the In-Demand Education Report. This report aligned labor market data with education programs, helping CTE programs across the state make informed decisions on which programs to promote based on workforce demand. The team's analysis ensured that CTE programs were well-aligned with labor market needs and provided clear guidance for future planning.
- **Industry and Occupation Job Rankings:** The team created customized industry and occupation rankings for Arizona's local workforce areas to help identify in-demand jobs for their 2024 workforce plans. These data tables are available on the OEO website at: <https://oio.az.gov/labor-market/workforce-analysis>.
- **Local Economic Conditions Reports:** The team produced updated economic conditions reports for local workforce development boards to assist with workforce planning. These data tables are available on the OEO website at: <https://oio.az.gov/labor-market/workforce-analysis>.
- **State Economic Conditions Update:** The team contributed to the Arizona Workforce Innovation and Opportunity Act (WIOA) Title I annual report as requested by the SWorkforce Arizona Council (WAC) and DES. OEO provided an updated economic analysis section of the annual report and a brief overview of research efforts.
- **WIOA Participant Analysis:** The team maintained and updated the Workforce Performance Dashboard, [an interactive online tool](#) allowing users to analyze workforce performance measures by state and local workforce information areas.

- **Training and Support:** The team prepared economic analyses to support the broader stakeholder community. The agencies that were supported and the frequency of support are listed below.
 - Joint Legislative Budget Committee’s Financial Advisory Committee – Quarterly
 - Arizona Department of Transportation Risk Panel Committee – Annually
 - Workforce Arizona Council – Annually
 - Arizona Department of Economic Security – Weekly/Monthly
 - Arizona Department of Education Career and Technical Education – Annually

Deliverable and Conformance with Schedule.

Arizona met the deliverable and conformed to schedule for deliverable III.

IV. Customer Consultations

OEO provided WLMI support for local workforce development boards, economic development partners, and stakeholders to improve products, tools, and information services. OEO made it a priority to provide timely and meaningful support to workforce system partners. OEO staff held regular training sessions on publicly available WLMI resources for workforce staff.

Presentations and training were provided upon requests to various organizations and workforce development groups including:

- State and local workforce boards and staff
- WIOA local business services staff
- DES Rehabilitation Services Administration’s counselors and staff
- Arizona Senate Finance Advisory Council
- Governor’s Office of Strategy, Planning and Budget
- Local economic development organizations
- Arizona Department of Education Career and Technical Education

Deliverable and Conformance with Schedule:

Arizona met the deliverable and conformed to the schedule for deliverable IV.

V. Activities undertaken to meet customer needs

During PY 2023, the Arizona Office of Economic Opportunity (OEO) undertook several key activities to enhance access to labor market information and better meet the needs of state and local workforce partners:

- **LWDB Support:** OEO offered support to the local workforce development boards to assist with local workforce plan updates. OEO produced website tools and reports including

updated industry rankings and occupational ratings data visualization tools, and an updated economic conditions report for each area. Training and technical support were also provided.

- **Monthly County Employment Report:** The team developed customized employment reports that are distributed to workforce partners every month. These reports provide detailed comparisons of national, state, and county nonfarm employment and industry-specific employment and unemployment data. The reports enable workforce staff to better understand employment trends in their regions and how they compare to broader state and national trends
- **Website Migration:** OEO's website was migrated to a new platform with an updated look, improving user experience and making labor market information more accessible. The new platform provided an enhanced interface for users to easily navigate and access updated reports and data visualizations. OEO's new website is available at <https://oeo.az.gov/>.
- **Information Technology Job Overview:** The team provided the Arizona Department of Homeland Security with a detailed overview of information technology jobs in the state. This analysis helped inform security-related workforce planning and aligned job training initiatives with emerging needs in cybersecurity and IT.
- **Business Services Presentations:** The team presented monthly updates to DES Business Services, providing economic updates and outlooks on selected in-demand industries.
- **Governor's Office Workforce Initiative:** The team delivered job estimates and future workforce needs forecasts to the Governor's Office for a statewide workforce initiative. This information supported strategic decision-making aimed at addressing long-term labor market needs and planning for workforce growth in critical sectors. The Governor's announcement, with the projected employment estimates, is available at: <https://azgovernor.gov/office-arizona-governor/news/2024/09/governor-katie-hobbs-launches-talent-ready-az-initiative>.
- **Employment Release Summary Videos:** To help customers better understand Arizona's monthly employment data, the team produced summary videos for each monthly employment release. These videos simplified complex labor market updates, making them more accessible to a wider audience, including the general public, business leaders, and policymakers. The latest employment summary video is available at: <https://oeo.az.gov/news/employment-report>.

Deliverable and Conformance with Schedule:

Arizona met the deliverable and conformed to the schedule for deliverable V.

VI. New resources

In PY 2023, the Arizona Office of Economic Opportunity (OEO) introduced several new tools and resources aimed at enhancing the accessibility and usability of labor market information. The OEO website was migrated to a new, user-friendly platform, improving access to labor market data and resources for stakeholders.

OEO also continued to refine and invest in internal procedures to enhance timeliness, accuracy,

and output. Several major data management projects were undertaken to streamline and add value to data products. These efforts included automating routine tasks, improving regular data updates and data integration, and providing more customized geographic details. These internal improvements enabled OEO to produce greater output with the available resources than would have otherwise been possible.

Additionally, OEO implemented new data visualization tools, such as the Rapid Response Data Visualization Tool, which provides quick insights for workforce planning and dislocated worker services. To make employment data more accessible, the team produced monthly employment release summary videos, simplifying complex labor market information for a wider audience.

The team also provided detailed job estimates and workforce forecasts to support statewide workforce planning initiatives. Furthermore, OEO developed tools to align education programs with labor market demands, assisting the Arizona Department of Education's Career and Technical Education (CTE) program in identifying in-demand education programs.

Deliverable and Conformance with Schedule:

Arizona met the deliverable and conformed to schedule for deliverable VI.

VII. Efforts to create and support partnerships and collaborations

OEO established cooperative working relationships with various partners in the Arizona workforce system, and OEO representatives served on various committees (listed earlier in deliverable IV).

OEO regularly provided presentations to the DES Business Service team, offering insights into employment trends and in-demand industries. Additionally, the team delivered quarterly employment and workforce presentations to the Workforce Arizona Council, helping inform strategic decisions and workforce planning efforts.

OEO also conducted multiple training presentations for local workforce boards, equipping them with the tools and knowledge needed to effectively utilize labor market information in their operations. Furthermore, OEO collaborated closely with the Arizona Department of Education's Career and Technical Education (CTE) program to identify in-demand education programs, ensuring alignment between education and workforce needs.

By engaging with workforce boards, state agencies, and educational institutions, OEO ensured that labor market data was effectively integrated into workforce development, economic planning, and policy-making efforts across Arizona. These partnerships have greatly expanded the reach and impact of OEO's labor market information products.

Deliverable and Conformance with Schedule:

Arizona met the deliverable and conformed to schedule for deliverable VII.

VIII. Activities to leverage WLMI funding

In addition to the WIGS funding from ETA, OEO receives Unemployment Insurance Administrative funding from DES (the state's workforce agency) for activities in support of the unemployment insurance program. OEO also receives WIOA Administrative funding from DES

for services provided to help support WIOA WLMI needs. No General Fund money is currently available to supplement the funding stream.

Deliverable and Conformance with Schedule:

OEO continues its effort to look for additional funding and intra-state and inter-departmental collaboration to satisfy Deliverable VIII.

IX. Recommendations to ETA for changes and improvements to WIGS requirements

OEO will continue to populate the WIDb database, website, and product reviews as noted in the deliverables above.

Recommendations for improvements:

Continue to provide training and education resources on projection techniques; support improved forecasting at the state and sub-state level by testing and incorporating additional data sources; conduct joint economic studies with other agencies and departments; and continue providing supplemental analytical products.

Recommendations based on consultations with customers:

Customers continually request more data, more geographic detail for data, and more timely data. OEO will continue to work with its federal, state, and local partners to improve the data products offered by this office.