Annual Performance Report

Massachusetts Workforce and Labor Area Review
Program Year 2022

Executive Office of Labor and Workforce Development
Department of Economic Research
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MASSACHUSETTS EXECUTIVE OFFICE OF
LABOR & WORKFORCE DEVELOPMENT

DER
DEPARTMENT OF ECONOMIC RESEARCH

Massachusetts Workforce Information Grant Program Year 2022 Annual Performance Report

Statewide Workforce Information System Overview:

The Executive Office of Labor and Workforce Development (EOLWD) oversees the Massachusetts Workforce Development system. Workforce information products and services are developed and disseminated primarily by EOLWD's Department of Unemployment Assistance (DUA), the Department of Economic Research (DER), and the MassHire Department of Career Services (MDCS), in coordination with EOLWD.

The workforce information products and services produced with these grant funds are consistent with the Governor's Strategic Plan and Goals, with the vision of the MassHire State Workforce Board (MSWB), and with the grant requirements. Labor market and workforce information resources provide the Commonwealth with information on jobs, wages, labor force, and occupations that support education and economic development efforts, workforce partners' employment and reemployment services, performance management and business planning, and customer needs at the state and local levels.

The products and services are designed to meet customer needs and to offer flexibility for adjustments with changes in the Commonwealth's economic climate and labor force, the strategic plan, new customer product requests, and new tools to disseminate state and local workforce and labor market information.

Workforce Information Grant (WIG) funds support subscriptions to the Conference Board's Help Wanted OnLine (HWOL) Analytics and help fund a subscription to Lightcast's Labor Developer (formerly Labor Insight) for each local MassHire Workforce Board (MWB). These services enable staff to analyze the hard and soft skill requirements for the job openings from companies posting job vacancies available on the Commonwealth's online MassHire JobQuest, as well as provide the ability to customize data and information requests to assist job seekers and unemployment claimants in entry and reentry to the labor

force and reemployment. Labor Developer allows users to research each job order to assess skills, certifications, and experience needed for each job opening and for business representatives to provide a complete range of services to the companies posting openings in their areas. Information on hard and soft skills for each occupation provide insight into employer's current job postings and help MassHire Career Centers (MHCCs) in assisting job seekers and assessing their needs for training. Lightcast occupational coding utilizes three methods of occupational coding: O*NET, Standard Occupational Classification (SOC), and Lightcast's more detailed and contemporary codes. SOC codes can be compared to the labor supply estimates of jobs, job openings, and wages from the Occupational Employment and Wage Statistics (OEWS) program, the short-term and long–term projections, and detailed staffing patterns developed with the Local Employment and Wage Information System (LEWIS) at the state and local levels. DUA uses the six-digit SOC codes for Unemployment Insurance (UI) claimant records and for developing claimant demographic information statewide and by area. The projections, along with available openings, are used to assist those unemployed and those seeking other career pathways or job opportunities through the services provided by the local MSWB.

EOLWD is responsible for the appropriate development and dissemination of workforce information and labor market information, including economic, career, and occupational data, to all the Commonwealth's workforce development partners. Its key focus is identifying and serving the needs of local MassHire Workforce Boards (MHWB), MHCCs and their partnering organizations, as well as educators, job seekers, employers, and students and parents served by local workforce providers.

Labor market and workforce information is available online and through customized information based on request. Direct assistance is provided to all individuals in-person, by phone, by email or through the DER website co-funded by this grant.

Information on in-demand jobs, staffing patterns by industry and occupation, industry and occupational projections and occupational supply, wage information, quarterly workforce indicators and labor force trends, statewide and for each local Workforce Development Area (WDA) is available online for job seekers, UI claimants, and new entrants to the labor force. Data and information products produced with WIG funding provide the Governor, MassHire State Workforce Board, local MassHire Workforce Boards, partner agencies, and other state and local policy makers with information and tools

to assist them in planning and meeting the state's strategic workforce, education, and economic development goals.

WORKFORCE INFORMATION DATABASE (WID):

The Workforce Information Database (WID 2.8) was populated with the most current labor market and workforce information for all data and information products developed through this grant and the Bureau of Labor Statistics (BLS) Cooperative Agreement, along with formats requested by customers. WID 2.8 was developed and implemented and went live on February 23, 2021. Grant funding provides for some of the development and maintenance of the website and the WID.

INDUSTRY AND OCCUPATIONAL PROJECTIONS:

Short-term industry and occupational projections for 2021 to 2023 statewide and for each WDA were published. Projections were developed using Projection Suite software incorporating the staffing patterns produced using LEWIS software. Files were provided to the Projection Managing Partnership (PMP) in the manner they specified. Short-term projections were published on the DER website, submitted to PMP and ETA Regional Office (RO) on March 4, 2022. Long-term projections were published on the DER website, submitted to PMP and ETA RO on July 3, 2022.

Web pages displaying projections for science, technology, engineering, and math (STEM) occupations in Massachusetts and each local WDA were added providing likely entry level of education, training, mean and median OEWS wages. Other pages allow customers to select occupational projections by most job openings, fast growing occupations, and all occupations. All the data are available at the time of release through the Commonwealth's DER web site at mass.gov/economicresearch.

Staffing patterns statewide and for each WDA that provide occupational employment and wage estimates by industry down to the three-digit occupation are produced annually and published on the DER website. They provide information statewide and for each WDA. These high-demand data can only be developed and published with WIG funds and the LEWIS software system. Estimates provide

counselors, job seekers, and job developers with more detailed information than the industry (All Industry) OEWS estimates. lmi.dua.eol.mass.gov/lmi/OccupationalEmploymentandWageAllIndustries

Industry and Occupational Projections Website Links:

Employment Information by Industry

- Staffing patterns, found at lmi.dua.eol.mass.gov/LMI/OccupationalEmploymentAndWageByIndustry
- Long-term projections, including at the sub-state level, found at lmi.dua.eol.mass.gov/lmi/LongTermIndustryProjections
- Short-term projections, including at the sub-state level, found at lmi.dua.eol.mass.gov/lmi/ShortTermIndustryProjections

Employment Information by Occupation

- Staffing patterns, found at lmi.dua.eol.mass.gov/lmi/OccupationalEmploymentAndWageSpecificOccupations
- Long-term projections, including at the sub-state level, found at lmi.dua.eol.mass.gov/lmi/LongTermOccupationProjections
- Short-term projections, including at the sub-state level, found at lmi.dua.eol.mass.gov/lmi/ShortTermOccupationalProjections

Annual Economic Analysis and Other Reports:

DUA and DER developed and provided workforce information products and services during PY2022 in the following core areas, as defined in the WIG: projections and staffing patterns were compiled for each of the sixteen WDAs; weekly demographic information on those filing initial and continued weeks claimed were published by city and town, customer requested areas, and for each of the 16 WDAs; and all grant-funded products, reports, and workforce information are available on the DER's website mass.gov/economicresearch in a manner accessible to the public and in compliance with Rehabilitation Act Section 508 requirements.

Workforce and Labor Market Information on the Web:

DER's labor market information (LMI), available at mass.gov/economicresearch, provides real time access at time of release for all workforce information and LMI data and products. Customers have access to long and short-term projections and staffing patterns and get access to all information in downloadable formats. The Monthly Claimant Profiles provide visualizations for demographic characteristics of residents claiming unemployment insurance for the survey week for the BLS Current

Employment Statistics, the weekly information on UI claimants at city and town level and the Local Area Unemployment Statistics. The monthly reports are published at the time of the statewide and local unemployment rate releases. Unemployment rates by WDA provide at-a-glance maps for the monthly local unemployment rates. The weekly information on UI claimants can be found at lmi.dua.eol.mass.gov/lmi/claimsdata. Subscriptions to Tableau were used to create visualizations for labor force maps and for use in presentations.

The enhanced database site at lmi.dua.eol.mass.gov allows users to download larger data files and provides access at time of release. As previously noted, the database was recently modernized to improve the delivery and efficiency of LMI to our customers. From January 1, 2022 to December 30, 2022, the LMI site had 1,261,306 hits from 99,363 unique client IP addresses.

DER also has several web pages at mass.gov/economicresearch, including a data index page that directs users to the database site. Other pages include instructions for using LMI tools and interactive data visualizations created with Tableau at mass.gov/lists/department-of-economic-research-interactive-data-visual-index DER's mass.gov pages have received 15,476 page views from 10,088 users from June 1, 2022 to December 31, 2022.

Annual Economic Analysis Report:

The *PY2022 Annual Economic Analysis Report* at mass.gov/lists/department-of-economic-research-reports-releases provides information on the changes in the workforce, labor force and unemployment claimants. The report notes the continuing recovery from the COVID-19 pandemic including the larger shares of unemployed by gender, age groups, ethnicity, race, educational attainment, and occupation, as well as the changes in industries as measured by jobs. The impact on lower wage customer-facing service jobs and the rapid changes to the state's labor and workforces present an array of new challenges to the workforce system partners to meet the Commonwealth's changing economic environment. PY2022's Annual Economic Analysis was done concurrently as the *State Workforce Plan Update's* economic analysis with MDCS, to ensure harmony with areas of importance between the two reports. The Annual Economic Analysis highlights the continued impact of and recovery from the COVID-19 pandemic.

LMI For Jobseekers Page:

The *LMI For Job Seekers* web page at mass.gov/info-details/labor-market-information-for-job-seekers was created in collaboration with MDCS, which had requested a page of data and resources for individuals seeking employment changes to complement MassHire JobQuest website at jobquest.dcs.eol.mass.gov. The page features information on LMI geographies and occupations, data visualizations, as well as descriptions and links to relevant data to help job seekers utilize labor market information as part of their search.

Equity Dashboards:

New *DER Equity Dashboards* at mass.gov/info-details/department-of-economic-research-equity-dashboards, launched in the fall of PY2022, curate complex and widespread economic data into a centralized repository of 58 interactive visualizations focusing on four demographics: Asian American, Black/African American, Hispanic and/or Latino, and women in the workforce. The dashboards allow users to view and compare economic data including employment, unemployment, wages, and more across different geographies and time periods.

The Equity Dashboards were born out of "Essential Today, Essential for the Future: Latinos and an Equitable Labor Market Recovery" roundtable in the fall of 2021. The presentation by DER staff discussed the underlying economic inequities in Massachusetts that were exacerbated during the pandemic. The presentation helped provide an understanding of the contributions made during the height of the pandemic by Latino workers—many of whom were deemed essential and kept vital services running.

Based on the interest from this presentation, not only from attendees, but the Governor's office, MDCS, and others, the decision was made to provide data in a dashboard form for Asian American, Black/African American, Hispanic and/or Latino, and women in the workforce to highlight where equity issues exist to support public policy change. DER has presented and used feedback from The Governor's Black and Latino Advisory Commissions, MDCS, the Massachusetts Workforce Association, and others to make continual improvements.

DER is currently working to add "Persons with Disability" visualizations in PY2023.

Labor Market Information (LMI) Training for Service Delivery:

In December 2022, DER sent an analyst to St. Paul, Minnesota for a training conference on LEWIS led by developer Matt Steadman. The training provided this new analyst critical skills and a foundation upon which to build his knowledge of the LEWIS program. Topics included how to interpret the file naming conventions received from BLS and the meanings of the different file icons found in LEWIS; how to transfer the microdata and the publication data from EUSweb into the cloud and then importing them into LEWIS; and how to run calculations and interpret and export the outputs. The DER analyst put this training to use during data review the following month and make corrections to OEWS data, which provide employers and workers insight into the labor market at a granular level.

Other Collaborations and Consultation with Workforce Boards:

Local MassHire Workforce Boards, MassHire Career Centers, and partner agencies were provided with information on the web. MassHire Career Centers customers including those receiving Reemployment Services and Eligibility Assessment (RESEA) services are provided with information on LMI accessible through the DER website along with information from O*NET and MDCS. Customized products were developed and provided to support developing new programs and services.

Coming In Project Year 2023:

Regional Blueprints (coming in PY2023):

DER is working with MDCS to support the development of regional workforce strategies for the 7 Workforce Skills Cabinet regions in Massachusetts. DER is developing a supply gap analysis tool that will help regional leaders identify occupations that are likely to experience supply gaps in the coming years. The goal of this tool is that it will be used by regional leaders in the workforce, higher education, and business sectors to align on priority areas for workforce investment.

State Workforce Plan (coming in PY2023):

DER led the development of the economic analysis portion of the state's WIOA workforce plan. While the plan will be officially adopted until 2024, DER completed its analysis during the early stages of the planning process in July 2023 to provide an in-depth analysis of the current state of the Massachusetts economy to help leaders involved in the planning process make data-informed decisions.

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership.
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