

PROGRAM YEAR 2021

ANNUAL REPORT

Workforce

Information

Core Products &

Services Grant



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Office of Research & Information
Division of Economic & Demographic Research
New Jersey Department of Labor & Workforce Development

Annual Performance Report Program Year (PY) 2021 Workforce Information Grant

Introduction

Between July 2021 and June 2022, the Department's Office of Research and Information (ORI) continued to work with other New Jersey Department of Labor and Workforce Development (NJDOL) program areas to deliver the core products and services articulated in New Jersey's Combined State Plan for the Workforce Innovation and Opportunity Act. ORI continued to place emphasis on making accurate and timely labor market information more accessible to all New Jersey's residents seeking employment and training. Labor Market Information (LMI) data was disseminated throughout the year through the ORI Website; NJDOL's Career Services website; a variety of publications; outreach activities conducted by labor market analyst field staff; and the career and occupational information of the state's Center for Occupational Employment Information (COEI).

In Program Year 2021 of New Jersey's Workforce Information Core Products and Services grant NJDOL focused on efforts to align the demand of employers for certain skills to the training, education, and skills of job seekers and those seeking career advancement. Labor market information continues to play an increasingly important role in shaping New Jersey's workforce development policy and goals. To help address those goals, ORI continued to focus on direct outreach and engagement with our OneStop/Workforce partners. Much of our consultation with workforce development partners and stakeholders centered on how we can assist job seekers, employers, workforce professionals and others from an information perspective. ORI continually strives to ensure that labor market information is presented in a way that is both easy to understand and easy to access. The website was revamped in PY2021 keeping the end-user in mind. In PY2022, ORI plans to continue the work of making the website more user-friendly by developing new data visualizations.

The workplace looks a little different at the end of PY2021 than it did at the beginning as staff returned to the physical workspace after working 100% remotely during the height of the pandemic. Due to factors such as COVID-19 and new telework options, the LMI staff has had to switch gears often between working remotely and in office and has been able to do so seamlessly. The convenience of technology to keep us connected is another change to the workplace. Local outreach efforts with OneStop/Workforce partners have remained virtual.

Looking ahead, new LMI products and services continue to evolve. Employment and training professionals continue to seek better labor market intelligence to inform workforce investments. We provide visualizations to better illustrate the characteristics of major industries and the progress of workforce development programs. The Demand Occupations List has been updated with additional features to meet the current needs of job seekers, employers, and training providers. Labor Market Analysts continue to prepare detailed industry and occupational reports to aid in economic development activities. In addition, NJDOL has partnered with the non-profit Credential Engine to integrate New Jersey credential data into the national Credential Registry. The goal of this partnership is to aide residents in their decision process in terms of educational and career decisions.

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PY2021 ETA Core Deliverables

A. Workforce Information Database

ORI staff continues updating all core Workforce Information Database (WID) tables using Version 2.7 for use in current web-based applications including:

- Three licensing tables, as required
- Current Employment Statistics (CES)
- Local Area Unemployment Statistics (LAUS)
- Quarterly Census of Employment and Wages (QCEW)
- Industry/Occupational Projections
- Industry/Occupational Estimates
- Occupational Employment and Wage Survey (OEWS)

Version 2.8 will eventually be used to update web applications on the NJDOL website.

ORI staff continues to release additional dynamic tools and reports that rely on data from the WID in conjunction with the development of the new NJDOL website.

ORI staff uses the WID to create custom analysis/reports using various labor market information indicators contained in WID tables to help customers gain insight on state and local trends.

B. State and Local Industry and Occupational Employment Projections

The short-term 2021-2023 industry and occupational employment projections were completed and submitted by ORI's LMI unit on April 30, 2022 (extension was granted). The unit used the 2022 benchmark Current Employment Statistics data as an input ensuring that the projections are based on the most current employment trends possible. The projections were completed using the software and methodologies prescribed by the Projections Managing Partnership (PMP). The projections were reviewed for consistency and reasonableness by the staff within ORI.

The short-term occupational projections have also been provided for posting on the national state projections website at: <http://www.projectionscentral.com/>

Staff completed and submitted sub-state long-term industry and occupational employment projections (2020-2030 on June 30, 2022 deadline). The projections were developed using the software and methodologies prescribed by the PMP. The projections were reviewed for consistency and reasonableness in general, and relative to New Jersey's long-term population and labor force projections.

Long-term county occupational projections were provided to the COEI. The projections were also made available to the public through the ORI website at:

<https://www.nj.gov/labor/labormarketinformation/employment-wages/industry-occupational-projections/>

The projections data is also used by the Workforce Information Database

C. Employee Development and LMI Training for Service Delivery

The main focus of ORI's LMI unit is dedicating staff time to serve our OneStop/Workforce partners.

In PY2021, the LMI analysts provided LMI professional training and resources to OneStop and Workforce Development Board teams.

Following are some of the key training events/ presentations/information sessions staff conducted during PY2021:

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Labor Market Information-Trainings, Presentations, WDB Meetings, One Stop Visits

Event	Date	Location	Synopsis
WDB Meetings and Sub-committee Meetings	Periodic	Virtual	Analysts provide updates of labor market information for the local area and answer any specific questions that Board members may have on the local economy
New Jersey State Employment and Training Commission (SETC) quarterly meetings	Quarterly	Virtual	Analyst team member attended SETC meetings to support partnership efforts with the Workforce Development Boards
WDB Directors meetings	Monthly	Virtual	Analyst team member attended to support partnership efforts with WDBs
Passaic County Task Force Recovery Team	Periodic	Virtual	Analyst attended to support local Workforce Partners
Passaic County Employer Legislative Committee meetings	Periodic	Virtual	Analyst attended to support local Workforce Partners
Hudson County Economic Development Corporation meetings	Periodic	Virtual	Analyst attended to support local Workforce Partners
Greater Raritan Workforce Development Board local business team meetings	Periodic	Virtual	Analyst met regularly with Workforce Partners for the purpose of information exchange
Office of Strategic Enforcement and Compliance (OSEC) planning sessions	Weekly	Virtual	Analyst attended weekly meetings to give technical assistance during the planning stage of the initiative

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Efforts to Create and Support Partnerships and Collaborations

Updates to the Unified State Plan

The LMI team worked with the New Jersey State Employment and Training Commission and other Workforce partners to make required updates to the Unified State Plan, including reviewing the LMI overview and providing updated analysis.

Data for Local Area Statistical Adjustment Model

The LMI team supported local area performance metrics by producing input files for the Statistical Adjustment Model that is required under WIOA sec. 116(b)(3)(viii). The performance metrics include differences in unemployment rates and job losses or gains in particular industries. Additionally, the LMI team provided industry unemployment rates and employment share by quarter for the 17 local areas for PY2018 through PY2020. This support is an ongoing effort and additional data will be supplied in PY2022.

Labor Market Data for the Office of Strategic Compliance and Enforcement (OSEC)

The NJDOL Wage and Hour Division (WHD) has undertaken strategic efforts to better protect New Jersey workers. To assist with this effort, the LMI team provided industry and workforce data as well as technical support to assist this efforts.

For example, we highlighted establishment data to show business operation and concentration. The staffing patterns demonstrated what occupations are prevalent for select industries. Real-time labor market information reports showed who is hiring and for what occupations. Unemployment claimant characteristics and worker characteristics data from the American Community Survey (ACS) provided a demographic profile of the makeup of the workforce.

Data for Industry Partnerships

Industry Partnerships are a vehicle for mobilizing business leaders from specific regions to collaborate with public partners in resolving workforce, economic and education challenges impacting New Jersey. The LMI unit assisted by providing critical information on industry and

occupational data, and real-time labor market information reports upon request.

Data for Demand Occupation Waivers

The Demand Occupations List (TDOL) includes current job openings, trends and projections in employment and labor supply, and other current indicators of the labor market. The TDOL informs WDB of training funding allocations. The TDOL signals which training programs are in-demand to advance job seekers' skills. Workforce patterns may apply for an exception in response to the changing labor market. LMI team assists in investigating the exception requests.

New Jersey Pathways to Career Opportunities

New Jersey Pathways to Career Opportunities, a collaborative effort between New Jersey's Community Colleges and the New Jersey Business and Industry Association, is focused on bringing together industry and workforce partners to align the education and workforce development ecosystem. The partnership focuses on providing students and workers with the career pathways they need to find new careers and jobs, ensuring employers have access to a highly skilled workforce to meet critical labor market needs. The LMI team provided industry and occupational data upon request.

Data for Education Partners

It is essential to help our educational partners in learning about the current and future labor market needs. To help education partners such as community colleges and vocational schools make educated decisions, the LMI team provided labor market information such as real-time labor market information reports, projections data, and occupational employment data by request.

UI Reports

ORI recognizes the continued need for access to timely and detailed information for workforce planning and assisting individuals who are looking for a job. To address the need for the most current actionable information available for strategic planning during the pandemic, ORI and the LMI team began providing weekly reports detailing the characteristics of initial unemployment claimants to Workforce Development Board directors and other

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OneStop partners during PY2019. Based on feedback from Workforce partners, the frequency of these reports was reduced to once a month during PY2021.

Data to Support Build Back Better Regional Challenge

The LMI Bureau supplied analysis to the Greater Newark Smart Port Coalition in support of their application for the US Economic Development Administration Build Back Better Regional Challenge (BBBRC). The coalition, led by the City of Newark, includes local governments, universities, state agencies and the local Port Authority. Their implementation grant proposal aimed to optimize the Port of New York and New Jersey's facilities and transportation systems by developing smart critical infrastructure that will advance engineering and information technology for freight handling, transportation, tracking and delivery. The coalition also seeks to enhance port operations, cargo capacities, and delivery systems; focus on the port's homeland and cybersecurity systems; develop communication systems for infrastructure support; and provide workforce training in STEM to support the cluster.

D. Annual Economic Analysis and Other Reports

Economic Report

EDR's report, based on the Occupational and Employment Wage Statistics Survey (OEWS) and first published in January 2016, was produced again during PY2021. The report presents OEWS data that supports New Jersey's targeted industry sector approach to workforce and economic development.

The OEWS employment and wage data were aggregated by industry showing occupational statistics for the targeted industry sectors (Finance and Accounting; Life Sciences; Transportation, Distribution & Logistics; Health Care; Manufacturing; Leisure & Hospitality, and Retail), with an additional category for Science, Technology, Engineering and Math (STEM) occupations.

Sector studies

ORI recognizes that sectors are the economic engine of job expansion and business attraction in New Jersey. ORI directs resources to develop strong relationships between private sectors, workforce partners, and the education community. This comprehensive approach identifies existing sectors, state assets/advantages, while attempting to define changing or emerging trends and opportunities in specific sectors.

The noted sectors reflect their overall importance to New Jersey's economy. A summary sheet of the key sectors can be viewed here:

https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/lmv/cluster_handout.pdf

Detailed sector analysis reports have been prepared and published with the latest available labor market information during PY 2021. They are listed below. These reports were created to inform legislators, Workforce Development Boards, and other policy makers of the strategic position each targeted sector has in New Jersey's economy and what steps can be taken to help these sectors prosper. Summary reports with key highlights from the detailed studies were also produced. A link is provided to access the individual reports.

New Jersey's Life Sciences Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/biopharmashort.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/biopharma.pdf>

New Jersey's Manufacturing Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/advmfgshort.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/advmfg.pdf>

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New Jersey's Transportation, Distribution, and Logistics Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/tdlshort.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/tdl.pdf>

New Jersey's Finance and Accounting Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/financeshort.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/finance.pdf>

New Jersey's Health Care Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/healthcare-short.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/healthcare.pdf>

New Jersey's Technology Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/technology-short.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/technology.pdf>

New Jersey's Retail Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/retailshort.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/retail.pdf>

New Jersey's Leisure and Hospitality Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/lhshort.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/lh.pdf>

New Jersey's Construction and Utilities Sector:

Summary: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/short/construction-utilitiesshort.pdf>

Study: <https://www.nj.gov/labor/labormarketinformation/assets/PDFs/pub/empecon/construction-utilities.pdf>

County Briefs

ORI recognizes the continuous demand for timely and relevant information at the local level and therefore has produced a series of county fact sheets that include key data points such as population figures, building permits, employment data, educational attainment, and unemployment rates. The data points included were specifically selected to have some of our most requested information in one easily accessible document. County Briefs can be found online at:

<https://www.nj.gov/labor/labormarketinformation/tools-resources/publications-reports/countybriefs.shtml>

Labor Market Information Update

ORI recognizes the need to produce products that are brief, informative, and easy to understand. The Labor Market Information Update contains a monthly overview of New Jersey's current labor market conditions illustrated with user-friendly charts and maps. This report is distributed electronically to workforce development partners and can be accessed from the ORI website at:

<https://www.nj.gov/labor/labormarketinformation/assets/PDFs/content/maps/lmiupdate.pdf>

Demand Occupations List

The Demand Occupations List brings together information about current job openings, trends and projections in employment and labor supply, and other current indicators of the labor market. Enhanced methodology was developed in PY2019 in an effort to produce a more meaningful Demand Occupation list to drive training funding.

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The Demand Occupations list can be accessed through the NJDOL website at:

<https://www.nj.gov/labor/career-services/tools-support/demand-occupations/>

All ORI publications, reports and data are available on our website at: <https://www.nj.gov/labor/labormarketinformation/>. The website is maintained daily to provide current information to the user community.

Monthly reports and publications posted to the website include: The Employment Situation Press Release contains the latest monthly estimates of New Jersey's employment and unemployment data.

Quarterly reports and publications posted to the website include data files for Quarterly Census of Employment and Wages (QCEW), data on jobs covered by unemployment insurance statewide and by county, and Local Employment Dynamics (LED), a program that uses state and federal information to provide a series of Quarterly Workforce Indicators (QWI) including turnover rates, new hires and job creation for local areas by industry, age and sex.

Annual reports and publications posted to the website include the OEWS data, files containing wage data for individual occupations for the state and Metropolitan Statistical Areas (MSA). Wages are presented for over 600 occupations at the state level and about 350 at the MSA level. Data is presented by occupational and industrial groups.

Annual reports and publications posted to the website include data files for population and household estimates, income and poverty, the state domestic product, and the annual demographic profile are posted.

PowerBI Dashboards

Microsoft PowerBI data visualization dashboards were maintained in PY2021. PowerBI allows for the dynamic display of data that should prove beneficial to all of our data users. During PY2021, QCEW data was uploaded to our website as interactive dashboards using the software. The projections dashboards have been updated with the 2020-2030 data. Future plans for the continued improve-

ment of data visualizations call for converting PowerBI dashboards to Tableau. The current dashboards can be accessed at:

QCEW:

<https://app.powerbigov.us/view?r=eyJrIjojYWlwMzIIZT-MtYTQyMy00M2NjLWFhOGEtZDY1NWQ2MDRIZjRhliwid-CI6IjUwNzZjM2QxLTM4MDItNGI5Zi1iMzZhLWUwYTQxYmQ2NDJhNyJ9>

Projections:

<https://app.powerbigov.us/view?r=eyJrIjojZjYzMTFhZW-QtYjAwNy00NTIxLWEzYmMtNjUONGUwM2ViMWWjliwid-CI6IjUwNzZjM2QxLTM4MDItNGI5Zi1iMzZhLWUwYTQxYmQ2NDJhNyJ9&pageName=ReportSection1>

Real-Time LMI Tool

The LMI team continued to produce a real-time labor market information tool to provide better services to OneStop staff that are responsible for helping customers gain employment. LMI unit extracts the data from Lightcast. Lightcast compiles job listings from the internet, demonstrating which companies are looking to hire. Data highlights skills needed, in-demand occupations and the location of the employment opportunity. We created an Excel workbook that shows the Lightcast data and update the information weekly with input from Workforce partners including counselors and OneStop managers to ensure its relevance to job seekers. The report is distributed electronically on a bi-monthly basis. LMI staff has provided hands-on training to counselors to help them navigate the report, and they are available for ongoing technical assistance.

Customer Consultations

Ensuring that our customers have a basic understanding of labor market information so they can utilize it to make informed decisions is just as critical as providing data. Providing labor market fundamentals training was a priority in PY2021. We sent a survey to our Workforce part-

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nership to gather insights about our customers' needs in terms of data and created short training sessions periodically in PY2021.

Recommendations to ETA for Changes and Improvements to WIGS Requirements

In New Jersey, Workforce Information Grants (WIG) support critical LMI initiatives. The grant supports industry and occupational projections, critical LMI data products as well as response to our internal and external customers. In addition, WIG funding provides the ability for important outreach/training activities to inform partners about important LMI statistics.

Training and other out-of-office LMI activities are part of the ETA's WIG requirements and a major focus of our strategic approach. To provide an exceptional services to all of our customers, an increase in funding to augment staff would be appropriate to meet stakeholders and customer demand statewide. Funding to support hybrid/remote work efforts and data visualization tools in what has become our new norm would also be appropriate. In view of this, ORI recommends that ETA maintains its commitment to providing and even increasing the WIG funds to states.

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