

State of Utah
Workforce Information Grant to States
Annual Performance Report
Program Year 2024

Prepared by Ben Crabb, Chief Economist and Michael Jeanfreau, Senior Economist, Workforce Research and Analysis Division, Utah Department of Workforce Services.

The following report summarizes the activities conducted by the Utah Department of Workforce Services (DWS) in accordance with the guidelines established in the Employment and Training Administration's (ETA) Workforce Information Grants to States (WIGS) for program year 2024.

About the Utah Department of Workforce Services:

Utah became the nation's first state to consolidate employment and public assistance programs through the creation of DWS in 1997. Today, more than 2,200 DWS employees assist individuals in preparing for and finding jobs, support workforce needs of Utah businesses, administer temporary assistance, and provide economic data and analysis.

DWS serves hundreds of thousands of Utahns from various backgrounds with different types of needs. Across its many divisions, DWS makes a difference in the lives of many through temporary assistance and services for employment, child care, low-income families, refugees, individuals with disabilities, affordable housing, and homelessness. DWS fosters Utah's economic stability by linking businesses with qualified candidates and administering unemployment insurance.

The following [divisions](#) are located within DWS:

- Eligibility Services
- Housing & Community Development
- Office of Child Care
- Office of Homeless Services
- Office of Rehabilitation
- Refugee Services Office
- Unemployment Insurance
- Workforce Development
- Workforce Research & Analysis
 - Bureau of Labor Statistics
 - Economic Research and Analysis
 - Management Information Systems

The following [division](#) is located within the Utah Department of Government Operations (DGO) and provides support to DWS.

- Division of Technology Services - ETA Systems Support
 - Projections Managing Partnership
 - Local Employment and Wage Information System

The Workforce Research and Analysis (WRA) division serves as the department’s source of economic data and research on Utah’s economy. WRA is at the forefront of gathering in-depth data and providing analyses critical for business owners, job seekers, policy makers, and industry leaders. The WRA is responsible for the administration of the WIGS grant and endeavors to meet the requirements of the PY2024 Training and Employment Guidance Letter (TEGL) 14-23. The division aims to deliver high-quality customer service and valuable insights by producing and distributing reliable labor market information (LMI).

The LMI functions of the WRA are performed by the Bureau of Labor Statistics (BLS) and Economic Research and Analysis (ERA) teams. The BLS team is a group of research analysts who perform the activities of the BLS federal-state cooperative programs for employment and wage data, supporting the analysis of Utah’s labor market economy. The ERA team is a group of economists who analyze the BLS data and perform the WIGS funded activities. They also serve as LMI subject matter experts, providing economic support and expertise within their assigned regional Economic Service Area (ESA) and to DWS divisions. WIGS funds were not the sole source of support for the activities performed and described in this report. Additional state and federal resources were used to augment ERA funding and assist the WRA in completing the PY2024 activities.

The WRA encompasses more than just the LMI functions. It also includes the work of the Management Information Systems (MIS) team. The MIS team is a group of research consultants who extract data from multiple database systems and create reports used in federal and state program analyses to monitor performance initiatives.

Outside of the funding provided by the WIGS, DWS also received ETA grant funding for the development, maintenance, and support of software for the Projections Management Partnership (PMP) and Local Employment and Wage Information System (LEWIS). The WRA coordinated the work statements and funding activities of these grants through agreements with the Division of Technology Services (DTS).

The WRA personnel, who charged a portion of their work activities to the WIGS grant money during PY2024, include:

ERA Team

- Benjamin Crabb, Chief Economist/ERA Manager
- Michael Jeanfreau, Senior Regional Economist
- Gwendolyn Kervin, Senior Regional Economist
- Marilyn Cannon, Senior Regional Economist
- Henry Pernichele, Regional Economist

WRA Leadership and Support

- Chris Williams, Division Director (LMI Director)
- David Fogerty, Assistant Division Director (management over the ERA, BLS, and DTS systems support)
- Kenya Augustin, Manager of User Experience (coordination of WRA outreach)
- Gary Reid, Bureau of Labor Statistics Manager (coordination of BLS data into the Workforce Information Database [WID] and publications involving BLS data)

ERA team's ESA assignments during PY2024:

- Benjamin Crabb, Chief Economist
 - Statewide
- Michael Jeanfreau, Senior Regional Economist
 - Bear River
 - Box Elder County
 - Cache County
 - Rich County
 - Wasatch Front North
 - Davis County
 - Morgan County
 - Weber County
- Gwendolyn Kervin, Senior Regional Economist
 - Mountainland
 - Juab County
 - Summit County
 - Utah County
 - Wasatch County
 - Wasatch Front South
 - Salt Lake County
 - Tooele County
- Marilyn Cannon, Senior Regional Economist
 - Central
 - Millard County
 - Piute County
 - Sanpete County
 - Sevier County
 - Wayne County
 - Southwest
 - Beaver County
 - Garfield County
 - Iron County
 - Kane County
 - Washington County
- Henry Pernichele, Regional Economist
 - Castle Country

- Carbon County
 - Emery County
- Southeast
 - Grand County
 - San Juan County
- Uintah Basin
 - Daggett County
 - Duchesne County
 - Uintah County

Throughout PY2024, the ERA team provided routine summaries to the WRA leadership on work activities, data requests, presentations, and customer support services. Additionally, the WRA was required to provide routine operational summaries to DWS executive leadership, detailing completed activities, such as internal and external data requests, publications, data visualization updates, and presentations. The results from both summaries were utilized to track the ERA WIGS funded activities outlined in this report.

Workforce Information Database (WID)

Description of the Activity

During PY2024, DWS operated WID Version 2.8, which included all the core tables as required by ETA. All core tables were populated with current data in accordance with guidelines issued by the Analyst Resource Center (ARC). In addition, DWS also incorporated one non-core admin table, four non-core cross-walk tables, six non-core data tables, 12 non-core look-up tables, and 25 non-standard tables into the WID. In PY 2024, DWS began the necessary upgrades for WID Version 3.0 in preparation for the PY2025 transition.

Non-core Tables

Admin Table

- STATELST

Cross-walk Tables

- LAYTXOCC
- MATXSOC
- OCCXOCC
- SOCXONET

Data Tables

- INCOME
- LICHIST
- LICNUMTY
- ONETCODE
- POPULATN
- STFIRMS

Look-up tables

- ADDRESSY
- INCOMTYP
- INCSOURCE
- IOSPECIALID
- LAYTITLE
- NAICSCODE
- NAICSECT
- NAICSLVL
- OOHTRNTM
- POPSOURCE
- SOCCODE CODES.
- STATTYPE

Non-standard Tables

- CONTMODL
- DOMSOURC
- EDUBLURB
- FF_EMPRANGE
- FF_NAICS
- FF_NAICSECT
- FF_STAFF_PATTERNS
- FIRMFIND_INFO
- INDCHART
- INDTOTAL
- INDUSTRY_PERIOD
- IND_SERVICE_AREA
- INTERESTS
- OCCBLURB
- PERDESC
- PERIOD_DESCRIPTION
- PRPBSTAT
- SCALEREF
- SKILLS
- SOCGROUP
- SOCTOGROUP
- STARS
- STEM
- STIMSOCOD

Licensed Occupations was a requirement within the WIGS grant. It was updated and submitted to the ARC in accordance with TEGl 14-23 in PY2024.

Activities Undertaken for Customer Consultations

The WID was a key component in being able to provide relevant LMI to DWS customers. Much of the customer feedback came through the DWS Communications Division, ESA leadership, and Workforce Development Specialists (WDS). The Communications Division interacted with businesses, higher education, associations, employment services communities, and the State Workforce Development Board (SWDB). ESA leadership and WDS were part of collaborative boards between businesses, economic development, higher education, and the labor supply. The Communications Division, ESA leadership, and WDS conveyed feedback and data requests to the WRA. Subsequently, the WRA partnered with them on product design, enhancement, and delivery, as well as information from the WID. As the subject matter experts, WRA economists directly assisted customers on understanding WID information and data products.

DWS shared data from the WID through an Internet presentation platform called the Utah Economic Data Viewer (UEDV) and located on the DWS website, jobs.utah.gov. The UEDV, which is exclusive to the WRA, served as the primary tool for disseminating WID data to the public. Much of the data populated from the WID in the UEDV was built to support the customer service activities of the ESA. With the upgrade to WID 3.0, DWS rebranded the URL for the UEDV changing the outdated ALMIS (America's Labor Market Information System) nomenclature to the new WID terminology.
<https://jobs.utah.gov/utwid/home#/>

The following customer consultations on WID data and UEDV navigation were provided during PY2024:

- Answered questions from the Service Area Director of Workforce Development in Eastern Utah about UEDV data.

- Responded to a constituent inquiry regarding occupational information in the UEDV, specifically about Medical Transcriptionists and Medical Records Specialists.
- Met with members of the DWS Unemployment Insurance (UI) team to discuss occupational information available in the UEDV.

Activities Undertaken to Meet Customer Needs

To meet customer needs for access to LMI data, WRA ensured timely updates were made to the UEDV with the most recent information as soon as it became available. All eight Utah-specific UEDV modules were populated and updated during PY2024. Additional information about the UEDV is located in the Encouraged Economic and Labor Market Reports and Products section.

The long-term occupational projections and occupational “Star Ratings” were incorporated into the WID database. The Star Ratings concept was a customized approach to presenting occupational projections in a more meaningful way for users. A further description of the Star Ratings is located under the State and Local Industry and Occupational Projections section.

Additionally, Utah updated the Licensed Occupations’ Tableau visualization in PY2024.

<https://jobs.utah.gov/wi/data/library/occupation/licensinginfo.html>

The following selected summaries of WID-based data requests were completed to meet customer needs in PY2024:

- Provided information to the Libertas Institute on private education jobs using data from the UEDV.
- Provided information to Impact Utah on manufacturing employment and wage data from the UEDV.
- Provided information to a Utah citizen on Medical Transcriptionists and Medical Records Specialists from the UEDV.
- Provided information to the Utah Division of Professional Licensing on healthcare occupational information from UEDV.

Efforts to Create and Support Collaborations or Leveraged Funding

With the WRA being responsible for the UEDV structure, maintenance, and enhancements. WIGS funds were used to support its existence. DWS was supported by the DTS. DTS provided technical development, maintenance, and support for the administration of the WID through an administrative cost allocation of WIGS funds.

Occupational data from the WID was cross-referenced with the Workforce Development Division's (WDD) jobseeker case management system (UWORKS) to incorporate current job openings data into the UEDV's occupational modules.

Collaboration with Utah State Higher Education (USHE) enabled the integration of occupational data from the WID with USHE's Utah Programs and Majors Guide. This allowed data users to search occupations alongside their corresponding educational pathways.

<https://www.utahmajors.org/>

The employer database published in the UEDV was populated with data provided by DataAxle.

<https://jobs.utah.gov/utwid/data-axle>

State and Local Industry and Occupational Projections

Description of the Activity

WRA took a bottom-up approach when producing its statewide long-term industry and occupational projections. Substate projections were created and then their sum became the statewide projections. The statewide 2022-2032 long-term projections were completed and submitted to the PMP as mandated in TEGL 01-23 for PY2023 along with the mandated substate projections in TEGL 14-23 for PY2024. The UEDV occupational modules displayed occupational projections employment using the most recent Occupational Employment and Wage Statistics (OEWS) wage data. During PY2024, the WRA reran substate projections to meet the new area redefinitions from the 2020 Census used in the May 2024 OEWS wage data. The WRA applied Star Ratings to enhance the occupational projections. The Star Ratings were produced after the statewide occupational projections were submitted. Star Ratings were applied to occupations based upon a non-equal weighting of wages, occupational openings and growth, and an occupational turnover index.

Short-term industry and occupational projections for 2024-2026 were developed, provided to the PMP, and published on the WRA website in accordance with TEGL 14-23 in PY2024.

Activities Undertaken for Customer Consultations

UWORKS, directly linked with the WID database, provided access to the appropriate occupational information and projections. This helped the department's Employment Counselors to support the department's customers in making informed career and training decisions. LMI information was a key tool in Employment Counselor coaching for job-seeking customers. Therefore, the Employment Counselor's familiarity and knowledge of occupational employment, wage, and job-opening information was an important component of assisting DWS customers.

Industry and occupational projections were sought-after data sets by ESA leadership and WDS, educators, businesses, and policy makers from across Utah. Economists provided customer consultations to clearly explain and deliver information tailored to customers' projection-related needs.

The following customer consultations on projections data were provided during PY2024:

- Met with a Research and Policy Consultant from the Utah Department of Occupational and Professional Licensing regarding occupational projections data.
- Met with representatives from 47G and the Utah Advanced Materials and Manufacturing Initiative (UAMMI) to discuss occupational needs for their Critical Minerals workforce project.
- Participated in a video consultation with the Office of the Legislative Auditor General (OLAG) to explain occupational projections data and methodology.
- Provided information to the Kem C. Gardner Policy Institute about the source of educational requirement assignments in occupational projections.
- Consulted with Workhorse Partners regarding DWS data products and occupational projections.

Activities Undertaken to Meet Customer Needs

The Star Ratings remained publicly accessible and were among the most frequently requested products by data users during PY2024 for the 2022-2032 long-term occupational projections. Ratings were only applied to occupations meeting a minimum threshold of base-year employment of 40 or more. Ratings were applied to occupations based upon a non-equal weighting of occupational wages, openings, growth, and turnover. High openings, or turnover, and high wages were assigned a five-star rating down to low openings, or turnover, and low wages with a zero-star rating.

WRA provided long-term occupational projections data through the occupational modules of the UEDV, including additional customer resources featuring Tableau visualizations for short-term and long-term industry and occupational projections.

Long-term

<https://jobs.utah.gov/wi/data/library/employment/occprojections.html>

<https://jobs.utah.gov/wi/data/library/employment/indprojections.html>

Short-term

<https://jobs.utah.gov/wi/data/library/employment/shorttermindprojections.html>

<https://jobs.utah.gov/wi/data/library/employment/shorttermoccproj.html>

As industry and occupational projections were sought-after data sets, Economists fulfilled data requests to meet customer needs related to these projections.

The following selected summaries of projections-based data requests were completed to meet customer needs in PY2024:

- Provided OLAG with 2022–2032 long-term occupational projections.
- Supplied occupational projections, employment, and wage data in response to multiple public inquiries.
- Provided an economics professor at Utah Valley University (UVU) with job postings, occupational projections, and wage data related to the humanities for use in academic research.
- Provided Davis Technical College with occupational projections associated with the *Industrial Mechanics and Maintenance Technology/Technician* instructional program.
- Provided UVU with occupational outlook data for architecture-related occupations to support program development.
- Provided Utah State University with employment and occupational projections in STEM-related occupations for the Utah Women and Leadership Project.
- Provided a DWS Workforce Development Specialist with projections, STAR ratings, and education requirements for occupational planning and analysis.

Efforts to Create and Support Collaborations or Leveraged Funding

Occupational information from the WID was integrated with data from the WDD's UWORKS system. This collaboration between the WRA and WDD played a key role in WDD's ability to assist DWS customers. WIGS funds were leveraged to help DWS in building and maintaining a comprehensive Employment Counselor web page portal. Most of the content provided in this portal was driven or supported by occupational projections data.

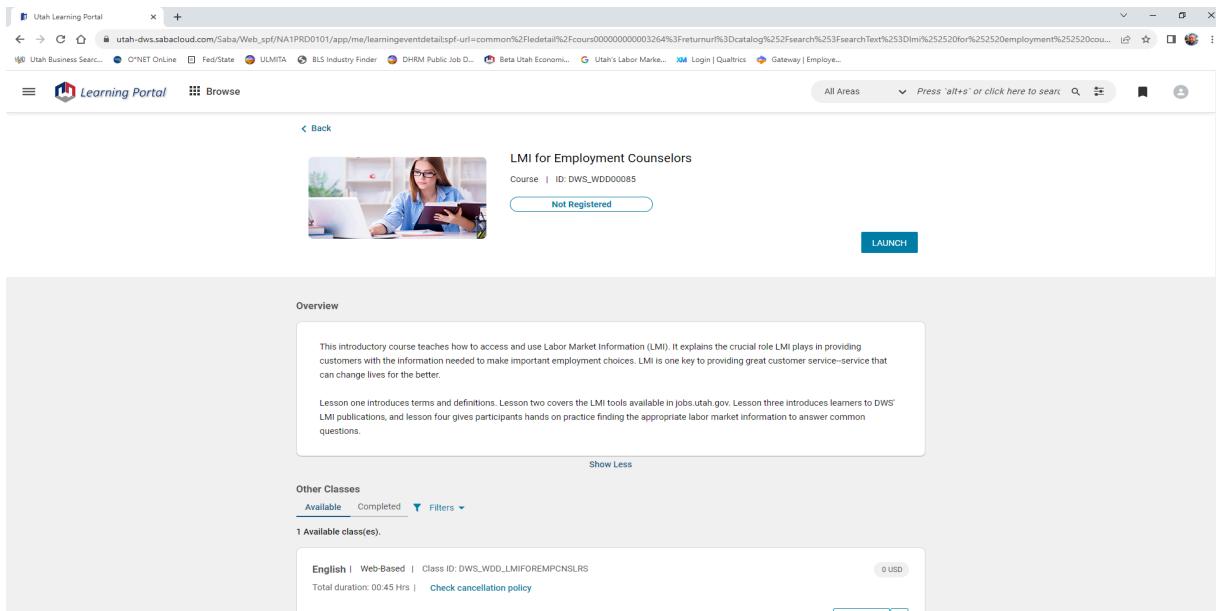
<https://jobs.utah.gov/wi/data/career/index.html>

The PMP and LEWIS systems were two primary factors in being able to produce and submit industry and occupational projections. The PMP and LEWIS development and support teams are located within the sphere of DWS. The WRA is the primary contractor for these systems and collaborates with DTS to perform the work required to develop and maintain these systems. WRA coordinated with DTS staff for testing and evaluation of the PMP and LEWIS systems.

Employee Development and LMI Training for Service Delivery

Description of the Activity

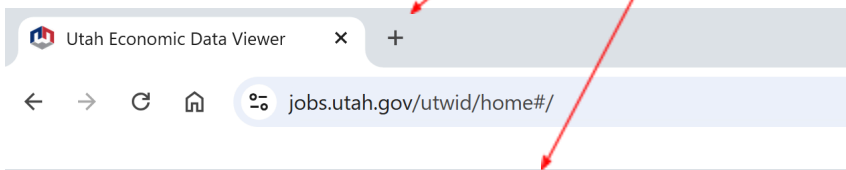
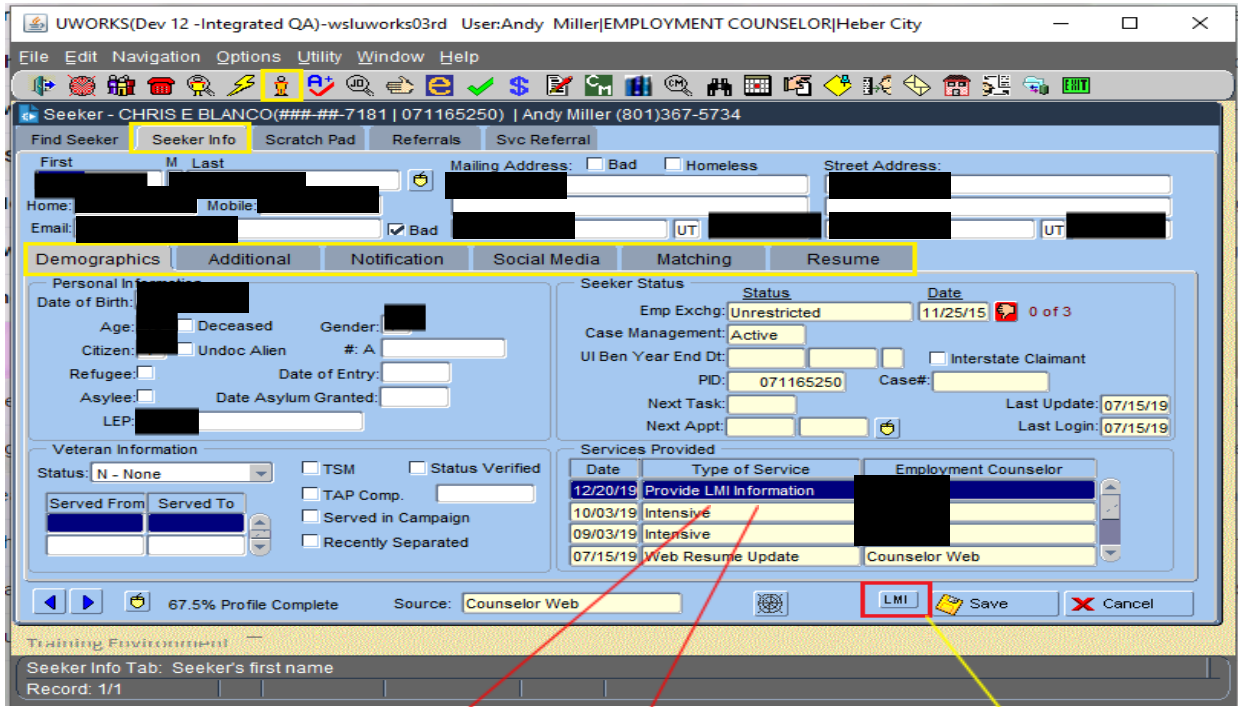
WRA provided LMI training to the DWS' Employment Counselors through the on-line DWS Learning Portal. This portal was used to provide all employees with initial and annual training on work requirements, department's policies and procedures, human resource functions, and more. Employment Counselors worked with job seekers on career counseling and job search, job training, adult skill needs, and transition to employment. They were required to take an initial and annual job-function training focused on using LMI as a resource for supporting job seekers. The following graphic is a screenshot of the LMI for Employment Counselors training module.



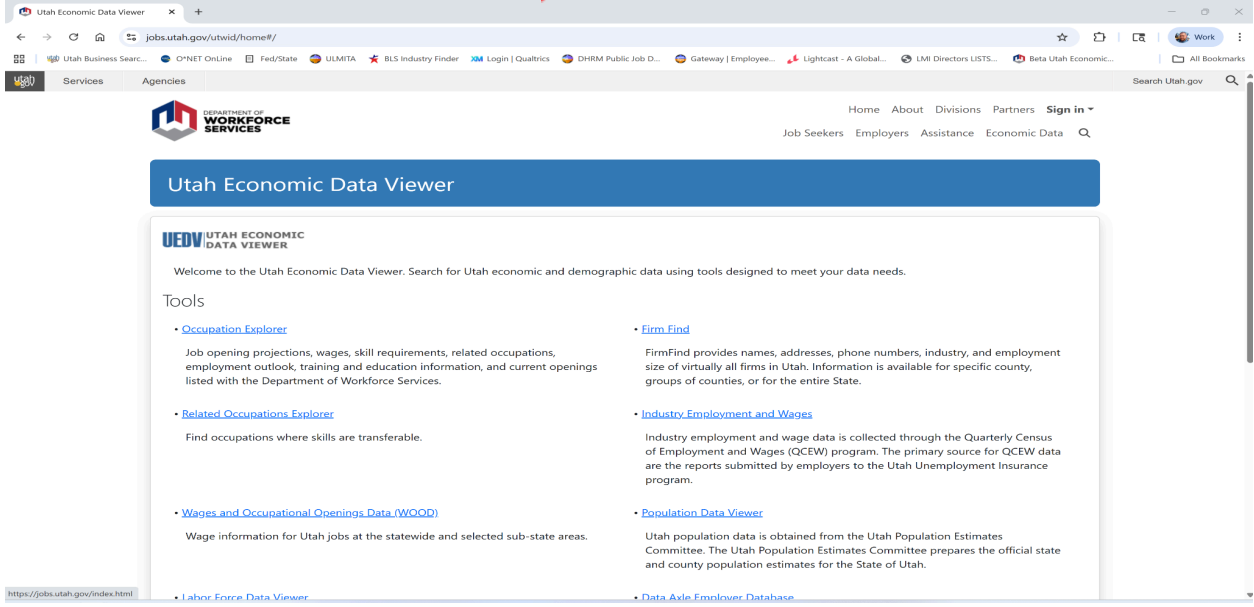
DWS has multiple divisions involved in job counseling. WRA Economists collaborated with members of WDD, Office of Rehabilitation, Refugee Services Office, and UI's Reemployment Services and Eligibility Assessment (RESEA) team to develop updated LMI for Employment Counselors training modules and resources. The updated training modules and resources are expected to be finished and operational in PY2025.

The DWS' job search system used by Employment Counselors is called UWORKS. This system provided DWS customers with job search information whether they were receiving Workforce Innovation and Opportunity Act (WIOA) services or not. Within UWORKS, there are links to the LMI information provided on DWS' website via the UEDV.

The following UWORKS system screen shots highlight LMI access points. The first screen shot is for those seeking employment. Access to LMI information aided Employment Counselors while supporting customers with the Matching and Resume section.



The LMI button can be accessed from all tabs under Seeker Info



Activities Undertaken for Customer Consultations

WRA's regional economists were expected to regularly engage with the ESA leadership and WDS in their assigned areas. ESA leadership and WDS were in direct contact with their local employer, economic development, education, and Chamber of Commerce communities. WRA's regional economists were subject matter experts for consultations on LMI and economic factors impacting the ESA. WRA also supported the ongoing activities of regional councils by serving as an economic resource to the local ESA and business community.

The Wasatch Front North ESA was among the state's more active regions, marked by strong economic collaboration between the business sector, political leaders, and DWS. The regional economist participated as an LMI consultant in the numerous WDS meetings held during PY2024.

A new regional economist was hired for the Southeastern Utah, Castle County, and Uintah Basin ESA during PY2024. This WRA economist prepared slides and talking points for an economic presentation delivered by the ESA director, highlighting regional activities, and providing an economic update. Prior to the new regional economist's onboarding, consultations to an area community college regarding occupational wages and employment were also provided.

The Wasatch Front South and Mountainland economist served as a resource for local research and education professionals in the ESA, while also serving on several boards including the Utah Population Committee and the Utah Valley University Applied Economics minor board during FY2024. The regional economist regularly attended local economic development meetings and maintained connections with local business, education and political leaders.

The regional economist for the Southwest and Central regions of the state met often with regional business and DWS leaders, providing economic insights, data, and presentations. During PY2024, the regional economist provided consultations with county commissioners, business representatives, economic development agencies and DWS Program Specialists regarding labor market conditions, unemployment, and interpretation of economic data and trends.

Activities Undertaken to Meet Customer Needs

WRA participated in the SWDB during PY2024. DWS leadership regularly engaged the WRA for economic updates and summaries related to department activities, involving WRA data and products. WRA also provided the economic update to the state's WIOA master plan.

SWDB Meeting Presentation:

Utah State Workforce Development Board

Date: July 11, 2024

Location: Salt Lake City
LMI attendees: David Fogerty, Chris Williams, and Ben Crabb
LMI Presentation: Economic Trends in the Labor Market
Presenter: Ben Crabb
Estimated Number of Individuals Receiving the Training: 45

WRA developed Industry Briefs for each ESA to support ESA leadership and WDS with summaries on industry conditions, including job growth, wages, and occupations in demand. The industry briefs were available in a PDF format on the WRA website, allowing WDD staff to easily print and distribute them to customers at any DWS employment center.

<https://jobs.utah.gov/wi/pubs/industrybriefs/>

WRA presented 29 LMI trainings to WIOA partner groups, organizations, and other state and local government agencies in PY2024, reaching approximately 1,615 participants.

Overview of WIOA focused training:

Training Provided: Tools and LMI resources on DWS' website; Overview of projections and data sources

Customer Group: Job Seekers, Employment Counselors, WIOA Staff, Administrators, Planners, Policy Makers

Date: September 19, 2024

Location: Virtual

Estimated Number of Individuals Receiving the Training: 38

Host: DWS UI Claims Assistance and Re-employment (CARE)

Presenter: Ben Crabb

Training Provided: Economic update, tools on the website

Customer Group: State and Local Workforce Board Members and staff

Date: September 25, 2024

Location: Eastern region (remote)

Estimated Number of Individuals Receiving the Training: 22

Host: DWS Office of Rehabilitation

Presenter: Marilyn Cannon

Training Provided: Industry Spotlight: Business Administration and Project Management careers

Customer Group: Job Seekers, Employment Counselors

Date: September 26, 2024

Location: Online

Estimated Number of Individuals Receiving the Training: 10

Host: Utah Department of Veteran and Military Affairs

Presenter: Michael Jeanfreau

Training Provided: Economic Trends in the Labor Market
Customer Group: State Legislative Representatives, Researchers, Economists, Economic Developers
Date: May 21, 2025
Location: Salt Lake City
Estimated Number of Individuals Receiving the Training: 50
Host: Utah Legislative Revenue and Tax Interim Committee
Presenter: Ben Crabb

Overview of other training:

Training Provided: Economic Trends in the Labor Market; Healthcare Workforce issues
Customer Group: Businesses, Business Service Representatives
Date: September 6, 2024
Location: Park City
Estimated Number of Individuals Receiving the Training: 40
Host: Salt Lake Valley Hospitals Board
Presenter: Ben Crabb

Training Provided: Economic Trends in the Labor Market; HVAC and Construction labor pipeline
Customer Group: Businesses, Business Service Representatives
Date: September 11, 2024
Location: Salt Lake City
Estimated Number of Individuals Receiving the Training: 75
Host: Rocky Mountain Gas Association
Presenter: Ben Crabb

Training Provided: Box Elder Business Summit – Regional economic trends and workforce needs
Customer Group: State and Local Workforce Board Members and staff
Date: September 25, 2024
Location: Brigham City
Estimated Number of Individuals Receiving the Training: 100
Host: Box Elder Chamber of Commerce
Presenter: Michael Jeanfreau

Training Provided: Northern Utah Manufacturing Excellence (NUME) Conference – Northern Utah manufacturing labor market update
Customer Group: Businesses, Business Service Representatives
Date: October 9, 2024
Location: Logan
Estimated Number of Individuals Receiving the Training: 250
Host: Cache Chamber of Commerce
Presenter: Michael Jeanfreau

Training Provided: Manufacturing industry highlight
Customer Group: Businesses, Business Service Representatives
Date: October 23, 2024
Location: Salt Lake City
Estimated Number of Individuals Receiving the Training: 30
Host: Utah Manufacturing Association Board
Presenter: Michael Jeanfreau

Training Provided: Utah's Labor Market and Occupational Analysis
Customer Group: Businesses, Business Service Representatives
Date: November 4, 2024
Location: Salt Lake City
Estimated Number of Individuals Receiving the Training: 10
Host: Utah Cancer Specialists
Presenter: Gwen Kervin

Training Provided: Economic Trends in the Labor Market; Rural Utah and youth career development
Customer Group: Students, Teachers, School Counselors, Job Seekers, Employment Counselors
Date: January 10, 2025
Location: St. George
Estimated Number of Individuals Receiving the Training: 45
Host: Rural Utah Data Symposium
Presenter: Ben Crabb

Training Provided: 2024 Economy Summary and Forecast
Customer Group: Businesses, Business Service Representatives
Date: January 29, 2025
Location: Logan
Estimated Number of Individuals Receiving the Training: 30
Host: Western States Association of Tax Administrators
Presenter: Michael Jeanfreau

Training Provided: Economic Trends in the Labor Market
Customer Group: Students, Teachers, School Counselors
Date: February 1, 2025
Location: St. George
Estimated Number of Individuals Receiving the Training: 60
Host: Utah Association for Career & Technical Education
Presenter: Marilyn Cannon

Training Provided: 2024 Economy Summary and Forecast
Customer Group: Businesses, Business Service Representatives

Date: February 11, 2025
Location: Ogden
Estimated Number of Individuals Receiving the Training: 300
Host: Bank of Utah
Presenter: Michael Jeanfreau

Training Provided: Economic Trends in the Labor Market
Customer Group: Businesses, Business Service Representatives
Date: February 18, 2025
Location: St. George
Estimated Number of Individuals Receiving the Training: 30
Host: Color Country Human Resources Association
Presenter: Marilyn Cannon

Training Provided: Economic Trends in the Labor Market
Customer Group: Businesses, Business Service Representatives
Date: March 20, 2025
Location: St. George
Estimated Number of Individuals Receiving the Training: 20
Host: Apex ROI Board
Presenter: Marilyn Cannon

Training Provided: Labor force economics in northern Utah
Customer Group: Businesses, Business Service Representatives
Date: March 20, 2025
Location: Layton
Estimated Number of Individuals Receiving the Training: 20
Host: Northern Utah Human Resources Association
Presenter: Michael Jeanfreau

Training Provided: Top 5 Industries in Box Elder
Customer Group: Businesses, Business Service Representatives
Date: March 21, 2025
Location: Brigham City
Estimated Number of Individuals Receiving the Training: 60
Host: Box Elder Chamber of Commerce
Presenter: Michael Jeanfreau

Training Provided: Economic Outlook for Career and Technical Education (CTE) Directors
Customer Group: Students, Teachers, School Counselors
Date: April 16, 2025
Location: Layton
Estimated Number of Individuals Receiving the Training: 70

Host: Statewide CTE organization at Weber State
Presenter: Michael Jeanfreau

Training Provided: Economic update
Customer Group: Businesses, Business Service Representatives
Date: April 29, 2025
Location: Vernal
Estimated Number of Individuals Receiving the Training: 65
Host: Vernal Chamber of Commerce Business Symposium
Presenter: Henry Pernichele

Training Provided: Economic Outlook, Cache Valley expectations
Customer Group: Businesses, Business Service Representatives
Date: April 29, 2025
Location: Logan
Estimated Number of Individuals Receiving the Training: 75
Host: Greater Cache Valley Economic Summit
Presenter: Michael Jeanfreau

Training Provided: Economic update, trends, outlook
Customer Group: Utah Governor and Staff
Date: April 30, 2025
Location: Salt Lake City
Estimated Number of Individuals Receiving the Training: 10
Host: Utah Governor's Office
Presenter: Ben Crabb

Training Provided: Tools of the website, Economic Trends in the Labor Market
Customer Group: Researchers, Economists, Economic Developers
Date: May 1, 2025
Location: St. George
Estimated Number of Individuals Receiving the Training: 20
Host: Utah Association of Economic Development Directors
Presenter: Marilyn Cannon

Training Provided: Economic Outlook
Customer Group: State Legislative Representatives, Businesses, Business Service Representatives
Date: June 26, 2025
Location: Manilla
Estimated Number of Individuals Receiving the Training: 30
Host: Uintah Basin Association of Governments
Presenter: Henry Pernichele

Efforts to Create and Support Collaborations or Leveraged Funding

DWS' structure has enabled the WRA to partner with local economic development groups and key workforce stakeholders through relationships with ESA leadership and WDSs. The local DWS representatives advocated DWS services to their communities, including the promotion of LMI. The local DWS representatives were an invaluable source of feedback to WRA on the acceptance, usage, and development of LMI, its presentations, and its effectiveness. WRA regional economists supported the ESA with site visits, local meetings, presentations, and economic data. WRA continued its partnership with the Governor's Office of Economic Opportunity (GOEO) by updating custom data for GOEO's economic clusters and serving as a consultant for data analysis and evaluation. These economic clusters included custom-defined industry sectors such as Information Technology, Life Sciences, Advanced Manufacturing, and Outdoor Recreation among others. WRA provided profiles of establishments, employment, and wages for non-traditional sectors based upon a custom assembling of NAICS codes. WRA also provided GOEO with county-level average wage data for the validation of companies meeting [Economic Development Tax Increment Finance \(EDTIF\)](#) approved tax-incentives for economic development activities.

A key responsibility of a regional economist was to stay attuned to the current pulse of the economy in order to better support DWS' customers and community partners. This involved staying informed about national, state, and local trends, while drawing on the insights, perspectives, and analyses of fellow economists. WRA leveraged WIGS funding for the training and development of LMI staff to purchase national, state, and regional newspaper, journal, and periodical subscriptions. This included state LMI membership in the LMI Institute.

WRA expected its economists to gain a better understanding of economic and workforce development activities around the county, state, and local ESAs, along with learning best practices for data analysis. WRA leadership and regional economists attended numerous webinars and webcasts put on by the ETA, BLS, the Conference Board, The Economist, Kem C. Gardner Policy Institute, and other economic focused entities.

WRA staff participated in the following notable training opportunities during PY2024:

Event: National Association of State Workforce Agencies (NASWA) Workforce Labor Market Information (WLMi) Committee's R User Group

Location: Virtual

Dates: Last Thursday of each month from July 2024 to June 2025

LMI attendees: Benjamin Crabb, Gwendolyn Kervin, Marilyn Cannon, Henry Pernichele, and Michael Jeanfreau

Event: Enabling Learner Career Success by Leveraging LMI Across the Institution
Location: Online
Dates: August 2024
LMI attendees: Michael Jeanfreau, Benjamin Crabb

Event: PMP Summit
Location: Denver, CO
Dates: September 2024
LMI attendees: Ben Crabb

Event: American Consumer Survey (ACS) on the Road, University of Utah
Location: Salt Lake County
Dates: September 2024
LMI attendees: Benjamin Crabb, Gwen Kervin, Marilyn Cannon

Event: National Research Data Center Conference, University of Utah
Location: Salt Lake County
Dates: September 2024
LMI attendees: Benjamin Crabb, Gwen Kervin, Marilyn Cannon

Event: One Utah Summit
Location: Iron County
Dates: October 2024
LMI attendees: Benjamin Crabb, Dave Fogerty, Chris Williams

Event: Economic Outlook and Public Policy Summit
Location: Salt Lake County
Dates: January 2025
LMI attendees: Gwen Kervin, Dave Fogerty, Chris Williams

Event: Rural Utah Data Symposium
Location: Washington County
Dates: January 2025
LMI attendees: Benjamin Crabb, Marilyn Cannon
Event: What's Up Down South Economic Summit
Location: Washington County
Dates: January 2025
LMI attendees: Benjamin Crabb, Marilyn Cannon

Event: ARC WID 3.0 Training
Location: Online
Dates: January 2025
LMI attendees: Benjamin Crabb

Event: Webcast - The State of the Nation Project: A comprehensive discussion on America's successes and failures

Location: Online

Dates: February 2025

LMI attendees: Michael Jeanfreau, Gwen Kervin

Event: Societal Impact Community Seminar with Dr. Raj Chetty

Location: Salt Lake County

Dates: March 2025

LMI attendees: Michael Jeanfreau, Benjamin Crabb, Marilyn Cannon, Henry Pernichele, Gwen Kervin

Event: Greater Cache Valley Economic and Business Summit

Location: Cache County

Dates: April 2025

LMI attendees: Michael Jeanfreau, Benjamin Crabb

Event: Utah Data Research Center (UDRC) Bagels and Research

Location: Salt Lake County

Dates: April 2025

LMI attendees: Marilyn Cannon, Gwen Kervin, Henry Pernichele

Event: Automate Utah

Location: Cache County

Dates: April 2025

LMI attendees: Michael Jeanfreau

Event: Utah Association of Counties Management Conference

Location: Washington County

Dates: May 2025

LMI attendees: Marilyn Cannon

Event: Highlights from the 2024 Survey of Household Economics and Decisionmaking

Location: Online

Dates: June 2025

LMI attendees: Michael Jeanfreau, Gwen Kervin, Henry Pernichele

Event: Utah Data Research Center (UDRC) Webinar: Utah College Graduates Affording the Standard Cost of Living

Location: Online

Dates: June 2025

LMI attendees: Michael Jeanfreau, Benjamin Crabb, Henry Pernichele

Annual Economic Analysis and Other Reports

The Economic Report to the Governor (ERG) was published by the Utah Economic Council, a joint venture between the University of Utah's David Eccles School of Business and the Governor's Office of Planning and Budget. Under the guidance of the Utah Economic Council, economists, researchers, and analysts from a variety of entities prepared the ERG. The council spearheaded the solicitation and compilation of information and analysis pertinent to Utah's annual economic profile. WRA participated in producing an annual Utah employment, wage, labor force, industry, and county-level summary as part of its collaboration to the ERG. The WRA contribution was important because it provided the data (graphs and tables), analysis, and written commentary on the state's employment performance, employment distribution, industry profiles, wage performance, unemployment statistics, and labor force profile. As employment was a key variable in measuring economic performance, the WRA component was a valued contribution to the ERG. The report is located on the University of Utah's website and accessed from a link on the DWS webpage.

<https://gardner.utah.edu/economics-and-public-policy/economic-report-to-the-governor/>
<https://jobs.utah.gov/wi/data/library/other/index.html>

Activities Undertaken for Customer Consultations

As part of the Utah Economic Council, DWS contributed to Utah's economic message and interactions. The council held regular meetings wherein council members shared economic analysis, forecasting, and ideas. As a member of the council, the WRA's Chief Economist provided input on economic factors and indicators related to LMI.

Activities Undertaken to Meet Customer Needs

As an annual contributor to the ERG, the WRA provided content for the 2025 ERG Chapter 3 Employment, Wages, and Labor Force during PY2024. One of the regional economists also collaborated with the Kem C. Gardner Policy Institute for analysis of the IT industry in Utah. These collaborative efforts are located in Chapter 24 Technology.

The WRA's Chief Economist provided a presentation to the Governor and his staff on economic factors and indicators related to LMI. They also discussed current economic conditions impacting Utah, especially concerns regarding potential recessionary effects of tariffs and uncertainty in national economic policy. Further information about this meeting is located under the Employee Development and LMI Training for Service Delivery section.

Efforts to Create and Support Collaborations or Leveraged Funding

The DWS Executive Director and WRA's Chief Economist were standing members of the Utah Economic Council. The other various entities included representatives from private industry, Utah's higher education community, Utah advocacy groups, and multiple state and local

government agencies directly supporting the Utah economy. The council's goal was to promote economic dialogue and action in Utah, to address relevant Utah economic issues, and to promote a spirit of economic cooperation and understanding throughout Utah. The council continued to support and advise the Governor's economic decisions and agenda during PY2024. A full list of council membership and contributors to the ERG is provided in the 2025 ERG under Authors and Contributors.

Encouraged Economic and Labor Market Reports and Products

Description of the Activity

In PY2024, WRA published or updated numerous workforce information reports and profiles on the Internet through several modes, including publications in downloadable formats, Tableau visualizations, data and statistics in the UEDV with downloadable formats, short articles on economic topics, press releases of the latest Utah LMI, and other economic interests.

A key priority for the LMI team was to enhance communication and outreach with existing partners, ensuring WRA remained top-of-mind as their primary source for LMI. The WRA also focused on building relationships with community leaders and informing them about the benefits of WRA data and resources. In PY2024, WRA continued to build awareness of services and products by proactively sharing its expertise and resources through the monthly "Utah's Labor Market & Economy" electronic newsletter.

County and ESA regional level data were produced and made available on the web. The data was visualized through Tableau software, populating the most current set of economic variables. These visualizations, or Snapshots, included current county-level employment, unemployment, initial unemployment claims, new construction permitting, and gross taxable sales. The Snapshots were updated each quarter when new Quarterly Census of Employment and Wages (QCEW) data became available.

County annual profiles were made available on the web. Some economic variables, such as county economic descriptors, were not updated as often as the data within the Snapshots. For example, population counts and major employers were updated less frequently through a calendar-year county summary with additional economic variables included. The annual profiles followed a similar format to the Snapshots, but included a broader range of variables. Additions included major employers, population, demographics, and income.

WRA continued to expand its LMI web presence through short articles around the concept of "Let's Talk Economics," which focused on statewide and local economic events, economic and demographic data release announcements, marketing of WRA publications and web tools, and other information surrounding and affecting the Utah economy. WRA used these articles as a forum to analyze and write about current and relevant economic issues. Let's Talk Economics articles were published on the DWS website and highlighted in the monthly newsletter.

<https://jobs.utah.gov/blog/category/Workforce-Research-and-Analysis>
<https://jobs.utah.gov/wi/pubs/economicblog/index.html>

Let's Talk Economics Articles published in PY2024:

- Getting started with the QWI Explorer for Utah: Step-by-step guide
<https://jobs.utah.gov/blog/post/2024/07/17/getting-started-with-the-qwi-explorer-for-utah-step-by-step-guide>
- County Level Labor Force Participation
<https://jobs.utah.gov/blog/post/2024/08/20/county-level-labor-force-participation>
- Utah's Public Sector Employment Rebounds
<https://jobs.utah.gov/blog/post/2024/10/07/utah-s-public-sector-jobs-boom>
- Utah's Tech Employment
<https://jobs.utah.gov/blog/post/2024/11/12/utah-s-tech-employment>
- OnTheMap: A Geographic and Commuting Tool for Utah
<https://jobs.utah.gov/blog/post/2024/12/23/onthemap-a-geographic-and-commuting-tool-for-utah>
- Using JOLTS to Track Movement in the Labor Market
<https://jobs.utah.gov/blog/post/2024/12/23/using-jolts-to-track-movement-in-the-labor-market>
- Apprenticeships and Certificates: Reskilling and Upskilling Utah's Labor Force
<https://jobs.utah.gov/blog/post/2025/04/15/apprenticeships-and-certificates-reskilling-and-upskilling-utah-s-labor-force>
- Utah's Thriving Entrepreneurial Ecosystem
<https://jobs.utah.gov/blog/post/2025/06/02/utah-s-thriving-entrepreneurial-ecosystem>

Activities Undertaken for Customer Consultations

ESA leadership were the primary actors with local business, education, and economic development communities. They called upon the regional economists to support their areas through site visits, economic development consultations, business meetings, presentations, and data analyses during PY2024.

The Communications Division provided support to the WRA through the development and distribution of public-facing economic information. The Communications Division regularly provided WRA with feedback based customer insights and observations regarding the data and

information being shared. They also provided the WRA with website content and design guidance along with innovative ways to communicate and present information to the public.

DWS maintained its feedback link on the department's web page. Any feedback specific to the WRA and its products was shared for the WRA for review and follow up.

<https://jobs.utah.gov/contact/>

As part of the Governor's initiative to better serve Utah customers and evaluate their experience(s), DWS, along with all State of Utah executive branch agencies, used Qualtrics to track and respond to customer feedback. Qualtrics enabled customers to share feedback about their experiences directly with DWS. The feedback empowered DWS to make meaningful improvements and enhance service delivery. DWS created a site intercept called Digital Concierge, a customer feedback pop-up, which invited customers to provide feedback. This has been installed on all DWS websites. The site intercept, referred to as a passive intercept, asked a standardized set of questions focused on customer satisfaction, customer effort, and trust in government. To use the feedback tool, the customer clicked the provided link. Further information regarding how DWS used the Qualtrics to meet customer needs is located in the subsection, Activities Undertaken to Meet Customer Needs.

The WRA defined customer consultations to include media interviews not related to a WRA press release or other DWS-initiated economic information or studies. Media requests submitted to the WRA about economic topics were considered customer consultations, because the WRA provided analysis, clarification, and subject matter expertise while consulting with the Media regarding their inquiry. During PY2024, the WRA responded to 8 media requests for economic subject matter topics.

During PY2024, WRA provided the media with economic commentary, content, and soundbites for the monthly economic press release via a podcast, which was written and summarized by the DWS Chief Economist. These podcasts encapsulated the most recent press release, its economic summary, along with any other related economic topics pertinent to the current state of Utah's economy.

As captured under Employee Development and LMI Training for Service Delivery, WRA economists provided a number of presentations and LMI training. WRA economists frequently provided slides and talking points to customers upon request through follow-up inquiries and consultation contacts.

As part of the LMI activities summaries reported to WRA and DWS leadership, customer consultation contacts were tracked and recorded. Consultations related to the core requirements of the TEG 14-23 were provided under the core summaries. WRA had approximately 75 non-media consultation contacts, including those previously mentioned under core summaries.

The following selected summaries of other non-media customer consultations were provided during PY2024:

- Participated in multiple Economic Council Meetings, contributing to the Economic Analysis Report (EAR) submitted to the Governor throughout the year.
- The Wasatch Front South regional economist served on the board for the Applied Economics minor at UVU to provide consultation on curriculum development and workforce alignment based on current labor market trends.
- Attended Utah Population Committee meetings to review population estimates process and release timelines with partner agencies.
- Answered questions from Econowest Associates LLC regarding employment numbers in Salt Lake County.
- Assisted Utah Cancer Specialists with navigating online LMI, including OEWS, via call and virtual meeting.
- Met with the DWS Refugee Services Office to explain the role and work of the LMI team, and discussed interest in the regional economist position.
- Consulted with Uintah Basin Technical College on estimating return on investment for a potential new building and the impact of additional trained workers on the local tax base while referring them to the Utah Data Research Center (UDRC) and Longitudinal Employer-Household Dynamics (LEHD) Post-Secondary Employment Outcomes (PSEO) data.
- Met with the UDRC regarding upcoming research on Science, Technology, Engineering, and Math (STEM) students in the Utah System of Higher Education (USHE).
- Provided guidance to the Utah State Tax Commission on using R programming to automate report production.
- Met with the Utah Advanced Materials and Manufacturing Initiative (UAMMI) and BODEX LLC, a technology company, to discuss workforce and manufacturing data.
- Consulted with the Box Elder Business Summit event organizer regarding economic trends.
- Shared insights information with a recent economics graduate about the day-to-day realities of working in the field.

- Consulted with the Department of Veteran and Military Affairs Employment Coordinator regarding labor market resources.
- Provided presentation resources and talking points to a WDD program specialist.
- Met with UVU Workforce Alignment staff to review DWS LMI products.
- Provided labor market data to 47G, a Utah aerospace and defense industry association, and fulfilled a follow-up request.
- Met with Uintah Basin Technical College staff to review occupational wage and employment data sources.
- Reviewed available online LMI resources with WDD staff.
- Provided info to USHE's Talent Ready Utah on STAR occupational assessment ratings and methodology.
- Provided inmate wage data for Utah County Jail Industries.
- Answered questions from USHE about STAR occupational assessment ratings.
- Consulted with the Utah Department of Veterans and Military Affairs on veteran workforce data and provided Current Population Survey (CPS) links from the BLS.
- Met with DTS staff regarding WID 3.0 implementation and data table structures.
- Provided information from the U.S. Census Bureau to the DWS Communications division.
- Provided a guided demonstration of the QWI Explorer and OnTheMap tools for a Tremonton city official.
- Discussed LMI resources with the company LSI.
- Participated in monthly Uinta Basin Technical College economic advisory meetings.
- Met with the Utah Division of Occupational and Professional Licensing (DOPL) to discuss healthcare occupations.
- Assisted a Granite School District counselor with locating and using online LMI tools.
- Consulted with the Sutherland Institute on construction industry workforce data and trends.

- Provided information to the DWS Communications division on the Iron County mine closures and DWS apprenticeship program developments.
- Consulted with the Unified Fire Authority on wage benchmarking using Employment Cost Index (ECI) data from BLS.
- Reviewed and provided feedback on a STEM research snapshot prepared for the Utah Women & Leadership Project.
- Met with Bridgerland Technical College and WDD staff to discuss regional workforce needs.
- Served as an economic resource to GOEO.
- Responded to the Utah Department of Agriculture and Food regarding economic development contacts.
- Provided guidance to a graduate student on historical GDP data sources, referred them to Bureau of Economic Analysis (BEA) and Kem C. Gardner Policy Institute.
- Met with UI program staff to review initial claims trends.
- Participated in multiple meetings with Garfield County Economic Development and WDD staff to address county unemployment.
- Consulted with the Governor's Office of Planning and Budget on artificial intelligence impacts in the labor force.
- Met with Garfield County elected officials and economic development staff regarding unemployment mitigation strategies.
- Provided information to the Wasatch Front Regional Council on available LMI resources.
- Consulted with BeUTAHfullHomes regarding potential housing impacts from the Uinta Basin Railway project.

Activities Undertaken to Meet Customer Needs

Using Qualtrics, DWS implemented an active role to guide state agencies in meeting customer needs. DWS created a custom designed feedback tool, otherwise known as an active intercept or a customer listening post. When a customer remained idle on a DWS webpage, a pop-up was generated asking the customer if they needed assistance. When responding with yes, the customer was directed through a set of questions to determine their needs, provide direction to

services or resources, and options for additional customer support. The WRA's Assistant Division Director (ADD) served as the division's Qualtrics representative during PY2024. The ADD reviewed the Qualtrics results weekly and met customer needs by responding to questions about LMI data on the website or coordinating with the regional economists to respond to data requests.

The Utah Population Committee (UPC), convened by the Kem C. Gardner Policy Institute, continued the work previously done by the Utah Population Estimates Committee (UPEC). The UPC produced state and county-level estimates to analyze recent population changes throughout the state. WRA served as a contributing member and supplied the annual employment levels and employment growth estimates during PY2024.

WRA participated in the State of Utah's Revenue Assumptions Working Group (RAWG). The RAWG, composed of a collection of economists and experts from the Governor's office and Legislature's staff, the State Tax Commission, academic institutions, and state agencies, provided economic inputs for state tax revenue and budget forecasting. Group members supplied economic summaries and forecasts as inputs into the State budget forecasting model. In October, RAWG prepared an estimate of the coming fiscal year for Utah's Governor. The working group updated the estimates in February for the Legislature. WRA's Chief Economist produced estimates of labor force growth, unemployment, nonfarm employment by major industries, and total and average monthly wages. The wage information was especially important as it informed the personal income expectations within the revenue model and influenced resulting revenue projections.

All web products were published online within a reasonable timeframe following their completion as directed in TEGL 14-23. WRA consistently encouraged customers to visit its website for access to the division's products and the most up-to-date LMI. WRA publications often promoted web links, either in relation to an article or as a stand-alone advertisement.

The UEDV, consisting of eight separate modules, featured statewide and local-level labor-related data. The eight modules housed within the UEDV:

- Occupational Explorer - This module focused on occupational information, including projections, wages, skill and education requirements, training programs, and presents data at both the statewide and ESA levels. It primarily focused on providing a thorough profile of any given single occupation.
<https://jobs.utah.gov/utwid/occupation-information>
- Related Occupations - Related occupations were referenced in the Occupational Explorer, but the WRA also created a dedicated module to emphasize their importance. The skills utilized in specific occupations are transferable to other occupations. This module highlighted related occupations that will accept and utilize the skills of other particular occupations.

<https://jobs.utah.gov/utwid/related-occupations>

- Wages and Occupational Openings Data (WOOD) - Occupations were compared against each other, compared in regional environments, grouped together by educational needs or through Holland Codes. This tool was custom built in response to Utah user feedback. <https://jobs.utah.gov/utwid/almiswage-home>
- Labor Force Data Viewer - The viewer housed Utah employment and unemployment data by county and statewide from 1990 to current and BLS Local Area Unemployment Statistics (LAUS) data. <https://jobs.utah.gov/utwid/labor-force>
- Industry Employment and Wages - Industry employment and wage data was collected through the QCEW program. <https://jobs.utah.gov/utwid/industry/current>
- Population Data Viewer - Utah population data was obtained from the U.S. Census Bureau. <https://jobs.utah.gov/utwid/population>
- FirmFind - This module provided names, addresses, phone numbers, industry, and employment size for most firms in Utah. Information was available for specific counties, groups of counties, or the entire State. It also pulled in occupational staffing patterns to link total occupations in industry groups. It drew its information from QCEW. <https://jobs.utah.gov/utwid/firmfind-home>
- Data Axle Employer Database - Utah employer information was provided by Data Axle. <https://jobs.utah.gov/utwid/data-axle>

WRA utilized Tableau software for displaying and presenting labor market data. WRA has 68 Tableau visualization products published on the DWS website. These visualizations were updated both upon request and whenever new data became available.

Quarterly Snapshots were driven by the visualization of charts and graphs, complemented by a brief narrative on each page, including an economist's summary of the observed economic trends.

<https://jobs.utah.gov/wi/insights/county/>

<https://jobs.utah.gov/wi/insights/esa/>

County annual profiles were published in Tableau. By clicking on a data chart, users were able to download the data as a text file compatible with Excel or other similar programs.

<https://jobs.utah.gov/wi/insights/profile/>

The WRA demonstrated the State's commitment to enabling economic and workforce development in every part of Utah through activities focused on protecting and building rural communities. WRA provided quarterly rural economic data and highlighted economic and workforce development opportunities for DWS' quarterly reports to the Governor's Senior Advisor of Rural Affairs during PY2024.

Fulfilling data requests was an important part in meeting DWS customer needs. Data requests related to the core requirements of the TEGE 14-23 are provided under the core summaries. WRA had approximately 150 data requests, including those previously mentioned under core summaries.

The following selected summaries of data requests were completed to meet customer needs in PY2024:

- Occupation and employer data was provided to WDD for a Utah Tech data request.
- Snapshots data was provided to the State Bank of Southern Utah.
- Geographic poverty and Intergenerational Poverty (IGP) data for Northern Utah was provided to Catalyst Consulting.
- Inflow/outflow and commuting data, using LEHD data, was provided to Urban and Main Consulting.
- Industry employment and demographic data was provided to the Utah Advanced Materials and Manufacturing Initiative (UAMMI) on multiple occasions.
- Employment and wage data by industry was provided to WDD.
- Manufacturing data was provided to the WDD for an employer.
- QCEW employment data was provided to an economic consulting firm.
- Job openings data for selected SOC codes was provided to OLAG.
- Job openings data for July 2024 to estimate the quantity of \$20/hour or higher jobs available was provided to the DWS Executive Director's Office.
- Disability data for the Uinta Basin region was provided to the TriCounty Health Department.
- Labor market data on job search durations was provided to a member of the public through the DWS Communications division.

- Follow-up discussion and presentation slides from the SWDB presentation were provided to Clyde Companies.
- Wage data for mental health counselors was provided to DOPL.
- Demographic data on workers with disabilities was provided to the DWS Office of Rehabilitation.
- Employee turnover data was provided to Pepperidge Farms.
- School-level IGP data for Ogden was provided to Catalyst Consulting.
- Cost-of-living data was provided to Williams International.
- Employer counts, population, demographics, and commuting data were provided to a WDS.
- Job postings, education analysis, and STAR ratings were provided to UVU.
- QCEW and unemployment claims data was provided to an economic consulting firm.
- Education data was provided to WDD.
- Wage data for Utah and Iron County was provided to a local economic researcher.
- Agricultural census data was provided to the Utah Department of Agriculture and Food.
- Establishment births and deaths data was provided to the Kem C. Gardner Policy Institute.
- Manufacturing employment and wage data was provided to Impact Utah.
- City-level jobs data was provided to the Kem C. Gardner Policy Institute.
- Industry employment and wage data was provided to a student researcher.
- Manufacturing employment and wage data was provided to the Utah Advanced Materials and Manufacturing Initiative (UAMMI).
- Job posting analytics data was provided to Canyon View High School.
- Occupational wage data for Washington County was provided to the Utah Office of Veteran and Military Affairs.

- Construction permitting data was provided to Toll Brothers.
- Manufacturing data for Iron County was provided to a WDS.
- Employment by industry data for Emery County was provided to a WDS.
- Targeted Employment Area (TEA) mapping resources were provided to a Utah business owner.
- Labor force data was provided to the Midvale City Administrative Services Department.
- Employment by industry and major employer data for Emery County was provided to the Emery County School District.
- Long-term employment growth data was provided to DGO, Division of Finance.
- Aerospace employment and wage data by area was provided to 47G.
- Unemployment data was provided to an independent customer.
- Call center wage data was provided to WDD.
- Employment, wages, and demographic data was provided to a Utah business executive.
- STAR ratings were provided to a Utah workforce program administrator.
- Largest employer data was provided to Cottonwood Heights city officials.
- Construction data was provided to the DWS' Executive Director's Office.
- Major employers by community in Salt Lake County were provided to the DWS Communications division.
- Demographics and labor force participation data was provided to a student researcher.
- Largest employers data was provided to Lindon City's Finance Department.
- Housing data, cost of living, industry trends, and education levels were provided to WDD.
- Agricultural data was provided to the Utah Department of Agriculture and Food.

- Demographic data for a school district visualization was provided to the Beaver County School District.
- Historical mining and resource extraction employment data was provided to the DWS Communications division.
- Federal employment counts for Utah were provided to the DWS Communications division.
- Gender breakdown of accountants and certified public accountants in Utah was provided to the DWS Communications division.
- Public versus private sector teacher salary data was provided to Econowest Associates.
- Wage data for Hildale was provided to the Hildale Economic Advancement and Innovation organization.
- IPUMS data on children of childcare workers was provided to the DWS Office of Child Care (OCC).
- Utah industry data compared to national data was provided to Impact Utah.
- Critical minerals occupational data was provided to 47G.
- The Utah economy summary for a newsletter was provided to the DWS Chief of Veteran Services.
- Federal employment data for Utah was provided to a news media outlet.
- Occupational wage data was provided to the Utah Department of Health and Human Services (DHHS).
- Unemployment rates and employment by industry for Northern Utah counties were provided to the Cache Chamber of Business.
- Employment and unemployment data was provided to the University of Utah's demographic research division.
- Education, wage, and demand data was provided to Mountainland Technical College.
- Manufacturing data for meeting preparation was provided to the WDD.

- Childcare worker demographics for legislation-related analysis were provided to the OCC.
- Statewide average quarterly wage data was provided to the MIS team within the WRA.
- Occupational data for dietitians and nutritionists was provided to the University of Utah.
- Minimum wage worker statistics were provided to a news media outlet.
- Employment by Census tract data was provided to 47G.
- Stable employment and turnover data was provided to Fresenius Medical Care.
- Wage and job postings data was provided to a workforce development coordinator at UVU.
- Employment, wages, and population forecasts were provided to a private business partner.
- Unemployment data was provided to a WDS.
- Data for the IGP report was provided to MIS.
- Help Wanted Online (HWOL) job postings data was provided to the DHHS.
- Population data and presentation slides were provided to the Box Elder School District.
- STAR ratings were provided to WDD.
- Job postings data was provided to a vocational specialist/psychologist.
- Wage data for prison employment needs was provided to Utah Correctional Industries (UCI).
- Wage data for all employees, state employees, and public administration employees in Utah was provided to the Utah Department of Human Resource Management (DHRM).
- Wages and job growth data was provided to a Weber State University researcher.
- Industry-specific employment data was provided to a WDS.
- Native American child population counts were provided to the OCC.

- Salt Lake County employment levels since January 2023 were provided to Econowest Associates.
- QCEW data was provided to Econowest Associates.
- Statewide occupational STAR ratings data was provided to the Kem C. Gardner Policy Institute.
- Employment and economic data for a community assessment tool was provided to the Southeastern Utah Economic Development Agency (SERDA).
- Top employers, employment by industry, and unemployment rates were provided to Urban and Main Consulting.
- Hard-to-fill jobs and job postings data was provided to the University of Utah's Genetic Science Learning Center.
- UI claims data by industry, time period, and county was provided to the University of Pittsburgh.
- Population data for 18–20-year-olds in Utah was provided for the IGP report.
- Annual employment data for plumbers and HVAC contractors was provided to the Kem C. Gardner Policy Institute.
- Average weekly wage estimates were provided to the Utah Labor Commission, Division of Industrial Accidents.
- Housing support data was provided to a constituent.
- Labor force participation, age demographics, and job growth data for Washington County was provided to GOEO.
- Healthcare job postings time series data was provided to the DHHS.
- Economic data for Emery County was provided to GOEO.
- Commuting and wage data for computing and mathematical occupations in the Salt Lake area was provided to Lehi City.

Special Projects and New Tools

During PY2024, WRA worked on developing a new interactive dashboard, which provides summaries of weekly unemployment claims, job openings, and employment levels by county and industry throughout the state. This tool was designed to provide an intuitive interface for users to see employment trends in the state with the latest weekly data. The tool will be completed in PY2025.

Efforts to Create and Support Collaborations or Leveraged Funding

Each of Utah's ESAs had an assigned regional economist who developed and produced information responsive to the needs of their assigned region. Regional economists provided customer consultations and training required to support DWS' ESA leadership, stakeholders, and community partners in decision making and strategic planning. WIGS grant funds were not enough to support staffing DWS' team of regional economists. DWS used state funds to partner with the WIGS funding in supporting DWS' regional economist positions. Over half of the regional economist funding came through other sources supplementing the WIGS LMI production.

WRA used the Conference Board for the Lightcast's HWOL data as its real-time LMI tool for labor demand. Lightcast provided jobs opening data by occupations, along with more elusive and critical aspects of skill requirements, certifications, and other occupational aspects sought by the business community. WIGS resources were not sufficient to purchase this product. DWS utilized other funding sources to finance the HWOL purchase. WRA renewed its Conference Board Lightcast subscription during PY2024 on a new five-year subscription term.

The Wasatch Front North regional economist collaborated with the Northern Utah Manufacturing Excellence (NUME) group. NUME was formed as a collaborative alliance between education, government representatives, and local industry leaders. The WRA regional economist engaged with NUME about the local region's labor supply and provided input to strengthen its supply and needs.

WRA has assigned the Wasatch Front South regional economist to serve as a board member of the regionally-focused Wasatch Front Economic Development District (WFEDD). The WFEDD took a regional approach to economic development, which aligns with the [Wasatch Choice Vision](#). This effort was supported by its member counties, including Davis, Morgan, Salt Lake, Tooele, and Weber, which were all urban-centric counties. The WFEDD's mission was to support economic development plans, promote long-term economic competitiveness, and attract federal monies in order to implement local plans. The governing board appointed a strategy committee who develops and implements the region's Comprehensive Economic Development Strategies (CEDS). The CEDS was the product of a collaborative economic development planning process analyzing regional economic conditions, including strengths, weaknesses, opportunities

and challenges, and highlighting activities promoting economic vitality. DWS was assigned as the workforce development and economic statistics representative.

Utah established the Health Workforce Advisory Council (HWAC) under Utah Code 26B-1-425. The council was charged with providing information and recommendations to help expand and strengthen Utah’s health workforce. The council membership was composed of 15 individuals from both state government and the private sectors. During PY2024, the WRA Division Director served as the appointed representative for DWS. The HWAC created various subcommittees to help carry out its mission. The WRA ADD was appointed to serve on the HWAC Data Subcommittee during PY2024. This subcommittee worked with the Health Workforce Information Center (HWIC) for collecting and disseminating information. The HWIC, a partner of HWAC, analyzed health workforce data and worked with the HWAC staff to publish reports to inform policies related to the supply and demand of Utah’s health workforce professions.

Information Technology (IT) Website Analytics

The following information outlines LMI website usage for PY2024:

- Total Website Visitors: 302,060
- Total Website Unique Users: 170,588
- Average Views per User: 1.77
- Average Engagement Time: 74 seconds
- Total Event Counts: 906,539

Top 25 Webpages:

1. Utah Economic Data Viewer
<https://jobs.utah.gov/utwid/home#/>
Views: 75,674 **Users:** 31,310 **Views per User:** 2.4
Average Engagement Time: 153 seconds **Event Count:** 243,916
2. Economic Data Landing Page
<https://jobs.utah.gov/wi/index.html>
Views: 61,921 **Users:** 40,494 **Views per User:** 1.53
Average Engagement Time: 22 seconds **Event Count:** 130,628

3. Wage and Occupational Opening Data
<https://jobs.utah.gov/utwid/almiswage-home>
Views: 29,152 **Users:** 16,765 **Views per User:** 1.74
Average Engagement Time: 77 seconds **Event Count:** 92,454

4. Firm Find Data
<https://jobs.utah.gov/utwid/firmfind-home#/>
Views: 11,481 **Users:** 4,410 **Views per User:** 2.60
Average Engagement Time: 237 seconds **Event Count:** 48,345

5. Economic Data Categories
<https://jobs.utah.gov/wi/data/library/index.html>
Views: 10,945 **Users:** 3,947 **Views per User:** 2.77
Average Engagement Time: 36 seconds **Event Count:** 24,692

6. Largest Employers by County
<https://jobs.utah.gov/wi/data/library/firm/majoremployers.html>
Views: 7,391 **Users:** 4,886 **Views per User:** 1.51
Average Engagement Time: 29 seconds **Event Count:** 29,792

7. Economic Data for Career Exploration
<https://jobs.utah.gov/wi/data/career/index.html>
Views: 6,282 **Users:** 3,748 **Views per User:** 1.68
Average Engagement Time: 29 seconds **Event Count:** 16,238

8. Employment Update
<https://jobs.utah.gov/wi/update/index.html>
Views: 6,005 **Users:** 3,842 **Views per User:** 1.56
Average Engagement Time: 31 seconds **Event Count:** 18,931

9. Utah Occupational Explorer
<https://jobs.utah.gov/wi/data/library/occupation/occupationdash.html>
Views: 5,593 **Users:** 4,156 **Views per User:** 1.35
Average Engagement Time: 45 seconds **Event Count:** 21,629

10. Employment Information Dashboard
<https://jobs.utah.gov/wi/empinfo/index.html>
- Views:** 5,382 **Users:** 4,514 **Views per User:** 1.19
Average Engagement Time: 20 seconds **Event Count:** 12,0342
11. Wages, Income, and Cost-of-Living Data
<https://jobs.utah.gov/wi/data/library/wages/index.html>
- Views:** 3,453 **Users:** 2,187 **Views per User:** 1.58
Average Engagement Time: 20 seconds **Event Count:** 10,174
12. Consumer Price Index (CPI) & Cost of Living Comparisons
<https://jobs.utah.gov/wi/data/library/wages/costofliving.html>
- Views:** 3,234 **Users:** 2,385 **Views per User:** 1.36
Average Engagement Time: 43 seconds **Event Count:** 13,300
13. Annual Income and Wages by County
<https://jobs.utah.gov/wi/data/library/wages/annualprofilewages.html>
- Views:** 3,104 **Users:** 2,3759 **Views per User:** 1.36
Average Engagement Time: 36 seconds **Event Count:** 12,018
14. Employment Data
<https://jobs.utah.gov/wi/data/library/employment/index.html>
- Views:** 2,530 **Users:** 1,382 **Views per User:** 1.84
Average Engagement Time: 24 seconds **Event Count:** 7,784
15. Local Insights
<https://jobs.utah.gov/wi/insights/index.html>
- Views:** 2,483 **Users:** 1,224 **Views per User:** 2.03
Average Engagement Time: 13 seconds **Event Count:** 6,285
16. Occupational Data
<https://jobs.utah.gov/wi/data/library/occupation/index.html>
- Views:** 2,402 **Users:** 1,491 **Views per User:** 1.93
Average Engagement Time: 21 seconds **Event Count:** 7,547

17. Utah Job Outlook

<https://jobs.utah.gov/wi/data/library/employment/occprojections.html>

Views: 2,127 **Users:** 1,289 **Views per User:** 1.65
Average Engagement Time: 40 seconds **Event Count:** 7,232

18. Economic Data for Employers

<https://jobs.utah.gov/wi/data/employer/index.html>

Views: 2,821 **Users:** 1,777 **Views per User:** 1.61
Average Engagement Time: 25 seconds **Event Count:** 7,297

19. Local Insights - County Snapshots

<https://jobs.utah.gov/wi/insights/county/index.html>

Views: 2,773 **Users:** 1,257 **Views per User:** 2.23
Average Engagement Time: 19 seconds **Event Count:** 8,604

20. Current County Unemployment

<https://jobs.utah.gov/wi/data/library/employment/countyunemployment.html>

Views: 2,077 **Users:** 1,473 **Views per User:** 1.41
Average Engagement Time: 44 seconds **Event Count:** 6,761

21. Demographic Data

<https://jobs.utah.gov/wi/data/library/demographic/index.html>

Views: 1,842 **Users:** 583 **Views per User:** 3.16
Average Engagement Time: 43 seconds **Event Count:** 5,581

22. Employment Update - Unemployment Rates

<https://jobs.utah.gov/wi/update/une/>

Views: 1,839 **Users:** 1,128 **Views per User:** 1.63
Average Engagement Time: 34 seconds **Event Count:** 5,937

23. Occupational Employment & Wage Statistics

<https://jobs.utah.gov/wi/data/library/occupation/owesdata.html>

Views: 1,522 **Users:** 1,790 **Views per User:** 0.85
Average Engagement Time: 40 seconds **Event Count:** 4,723

24. Calculating Inflation-Adjusted Figures

<https://jobs.utah.gov/wi/resources/handouts/calc.html>

Views: 1,508

Users: 1,285

Views per User: 1.17

Average Engagement Time: 33 seconds

Event Count: 6,387

25. Labor Force Data

<https://jobs.utah.gov/wi/data/library/laborforce/index.html>

Views: 1,501

Users: 650

Views per User: 2.31

Average Engagement Time: 38 seconds

Event Count: 4,509

Recommendations to ETA for Changes and Improvements to WIGS Requirements

None at this time.