

CETA Prime Sponsor



LABOR MARKET INFORMATION

Survey Report

State of California
Employment Development Department
Employment Data and Research Division

CETA PRIME SPONSOR
LABOR MARKET INFORMATION
SURVEY REPORT

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I. INTRODUCTION

The following report is based upon data gathered during a survey of California CETA¹ Prime Sponsors. The purpose of this effort was to determine how well the publications and services of the State Employment Development Department's Data and Research Division are meeting the labor market information (LMI) needs of CETA manpower planners.

The offices of all 37 CETA Prime Sponsors in California were visited during the period from April 26 to July 27, 1978. In addition, 15 counties of the 29 represented by the CETA Balance-of-State Prime Sponsor attended a series of survey meetings. Prime Sponsor staff were interviewed using a standardized survey questionnaire (see Appendix B). The survey meetings lasted an average of close to 3 hours and were attended by the following personnel:

1. All interviews:
Statewide CETA Coordinator (scored all 37 questionnaires in order to ensure standardized response coding) and Prime Sponsor staff
2. Nearly all interviews:
Analyst responsible for the particular Prime Sponsor area and ED&R Area Office CETA Coordinator
3. Several interviews:
Other ED&R staff (Division Chief, Area Office Managers and Supervisors) and staff of the local EDD Field Office, State CETA Office, and CETA Program Agents and Operators.

All responses which involved the judgment of the Statewide CETA Coordinator were checked for accuracy during the interview and also by means of a memo written to the Prime Sponsor after the interview (see Appendix C). Analysis was performed by means of crosstabulating open-ended responses by ED&R product. Statistical analyses were computerized where possible. The following report is the result of a substantial effort on the part of ED&R staff and represents a summary of California CETA Prime Sponsor opinion on the subject of present services and unmet LMI needs.

¹All acronyms used in this report are listed in Appendix A.

II. PRODUCTS AND SERVICES

A. OVERVIEW

ED&R currently provides a wide variety of products and services to CETA Prime Sponsors. Some of these are produced for other users and some specifically for the use of CETA planners. Products delivered vary by Prime Sponsor, as does the funding source.¹

Tables 1 and 2 list the helpfulness and use frequency of ED&R products and services to the Prime Sponsors. In interpreting the meaning of these tables, it should be borne in mind that some CETA planners do not have the time to make use of the full range of ED&R products. Following is a section which highlights salient comments made by the Prime Sponsors about ED&R products in general. The next sections then deal with each product specifically.

¹"CETA 4%," where used in this report, refers to that portion of CETA Title I funds which are allocated at the Governor's discretion. Some LMI is provided to Prime Sponsors by ED&R under a CETA 4% contract (see Table 7 and Appendix D).

TABLE 1

HELPFULNESS OF ALL ED&R PRODUCTS AND SERVICES TO CETA PRIME SPONSORS

The following are the Prime Sponsors' ratings of the helpfulness, in descending order, of each ED&R product and service currently being provided to them.

The scale used is as follows: 1=extremely
3=very
5=moderately
7=slightly
9=not at all

<u>Mean Score</u>	<u>Product</u>	<u># Primes Responding</u> ¹
2.5	Technical Assistance	35
2.7	Training	20
3.3	Occupational Needs Assessments	8
3.4	Population & Labor Force Data	37
3.5	Annual Planning Information (or Newsletter)	37
3.6	Industry/Occupational Manpower Projections	23
3.7	Client Characteristics (Target Group Data)	36
4.4	Labor Force Series	36
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4.6	Annual Occupational Outlook	35
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¹ The Number of Primes Responding varies by product, since all do not receive each product, or in a few cases could not evaluate a product's helpfulness. Some respondents were not as familiar as others with the products and services being discussed, but all responses are included here. For more detailed data on the individual helpfulness of each product and service, see Table 8 in Appendix E.

TABLE 2

FREQUENCY OF USE OF ALL ED&R PRODUCTS BY CETA PRIME SPONSORS

The following are the Prime Sponsors' ratings of their use frequency, in descending order, of each ED&R product currently being provided to them. The scale used is as follows: 1=frequently
3=occasionally
5=rarely
7=never

<u>Mean Score</u>	<u>Product</u>
2.0	Annual Planning Information (or Newsletter)
2.0	Population & Labor Force Data
2.1	Client Characteristics (Target Group Data)
2.7	Occupational Needs Assessments
2.7	Industry/Occupational Manpower Projections
2.7	Labor Supply and Demand
2.7	Annual Occupational Outlook
2.8	Labor Force Series
2.9	Labor Market Bulletin (or Newsletter)
3.3	Annual Industry Employment Outlook
3.7	Wage Data
4.5	Unfilled Job Openings
4.7	Labor Market Review (Area Manpower Review)
4.7	Manpower Information for Affirmative Action
5.2	UI Characteristics
5.4	Characteristics of the Insured Unemployed
5.6	Industry Employment Series

Some respondents were not as familiar as others with the products being discussed, but all responses are included here. For more detailed data on the frequency of individual product use, see Table 9 in Appendix E.

It was noted by the Prime Sponsors that there are some differences between the data requested from them by DOL and the data which is available and can be provided by ED&R. It is clear that, in order for the data needed to satisfy CETA reporting requirements to be produced, DOL must first determine what data are available from ED&R. If the data are not available, ED&R must be given the time to produce them before CETA requires them from Prime Sponsors. The hope was also voiced that data collectors at all levels of government will coordinate their efforts in order to improve the demographic and labor market information which will be available in the future. Where needed data are unavailable or existing data are inadequate, many Prime Sponsors have either conducted their own surveys or hired consultants to gather the needed information. This includes both demographic-target group data and industry/occupational information.

Other subjects which came up repeatedly during the survey were:

1. Zip Code vs. Census Tract: When units for aggregating local data are being considered, census tracts are almost universally preferred. Zip Codes overlap city boundaries and their use should thus be avoided where possible.
2. Subarea Data: There are approximately 80 areas for which ED&R produces LMI (see section III, this report), but the CETA Prime Sponsor's desire for detailed information does not stop there. In order to allocate funds and provide equitable service where it is needed, the Prime Sponsor wants data at the subarea level.
3. In general, Prime Sponsors need to know more about how data were prepared for each ED&R product in order to compare and make better use of the different types of data being presented.

B. PRODUCTS

1. DEMOGRAPHIC AND LABOR FORCE DATA

a. INTRODUCTION

The importance of demographic data to CETA Prime Sponsors cannot be overemphasized. Population and Labor Force Data contained in the API ranked first among 16 ED&R products in terms of helpfulness, and Client Characteristics information third. The Prime Sponsors indicated that these were the most frequently used of all products. Demographic data is used most often in CETA program planning and applying to DOL for grants.

The greatest unmet need identified by the Prime Sponsors, however, is for more current and detailed demographic and labor force data. Specific recommendations for improvements, prioritized in descending order, follow for each table. Asterisks indicate that at least five Prime Sponsors requested the data item. Prime Sponsors generally are aware that many of these data are not available, even when required by DOL. The following list represents their data needs irrespective of the feasibility of providing the data.

b. POPULATION AND LABOR FORCE DATA

(1) TOTAL POPULATION BY RACE, SEX, AND AGE

- *(a) Break out existing youth cohorts into year by year figures for ages 14-22. *This may be possible, but requires a new methodology.*
- *(b) Provide a more complete explanation of Department of Finance methodology. *We shall request this.*
- *(c) Break out the various minority groups lumped together under "Other Nonwhite", particularly Asians and Native Americans. *Since the available data are not tabulated in this way, this is not possible. Some surrogate data may be available for some areas on request.*
- *(d) Either subtract Spanish Americans from the "White" category, or separate this data column from the rest of the table with a dotted vertical line. *The tables will be revised to set off these data.*

(2) CIVILIAN LABOR FORCE BY RACE, SEX, AND AGE

- *(a) Provide a more complete explanation of ED&R methodology. *This will be done as appropriate for each table.*

(3) CIVILIAN LABOR FORCE, EMPLOYMENT AND UNEMPLOYMENT

- *(a) Expand to include Employment, Unemployment, and Unemployment Rate by Race, Sex, and Age. *We are investigating possible methods, but currently know of no way this can be done.*

*(b) Provide separate Employment, Unemployment, and Unemployment Rate data for 16, 17, 18, 19, 20, and 21 year-olds. Same as (a) above.

*(c) Instead of using an "Other Nonwhite" racial category, give data for the major minority groups included. *We know of no way to provide these data.*

c. TARGET GROUPS FOR WHICH DATA ARE CURRENTLY BEING PROVIDED

(1) VETERANS

*(a) Return to 1977-78 format which included estimates for 9 age groups of numbers of both Vietnam-era and Total veterans. *This depends on whether or not the VA has collected the data in this form; if so, we shall provide it.*

*(b) Continue to provide Civilian Labor Force, Unemployment, and Unemployment Rate data. *We shall do so.*

*(c) Estimate number disabled. *We are not able to provide these data.*

*(d) Provide a statement of methodologies used by the Veterans Administration and EDD. *We shall do this as appropriate.*

(2) LOW INCOME POPULATION

Table I. Persons below poverty level

A) Explain methodology. *This shall be provided.*

B) Define terminology. *This shall be provided.*

C) Provide data by age and sex (already provided by race). *At present this is not possible; we shall review in the light of new data.*

Table II. Family heads below poverty level

A) Explain methodology. *This shall be done.*

B) Define terminology. *This shall be provided.*

C) Give data for single and married family heads. *At present this is not possible; we shall review in the light of new data.*

Tables I and II.

*A) Provide population data for Economically Disadvantaged, below 70% of the Lower Living Standard,

and below 85% of the Lower Living Standard. (All Low Income Population data should be given for these 3 groups.)

- B) Give breakouts for each group by age, race, and sex.
- C) Provide Labor Force Data for each group. *At present none of the above data are available, but we shall review these requests in the light of new data.*

Table III. Adult Welfare Recipients

- A) Explain benefit payments methodology.
- B) Define terminology.
- C) Provide data on SSI and Food Stamp recipients.
- D) Break out data by age, race, and sex.
- E) Give AFDC data as an annual average. *Since the above data were requested by fewer than five Prime Sponsors, we shall provide them where possible through technical assistance.*

(3) YOUTH

- (a) Provide methodology statements. *This shall be done.*
- (b) Expand coverage of "Youth Population and Labor Force Status" table to include 20-21 year-olds and give data year by year for 16-21 year-olds. *This can be done for 20-21 year-olds, but is not available year by year for 16-21. However, this request will be reviewed should new data make it possible.*
- *(c) Break out "Youth, 16-21 years old, not in school and not high school graduates" into estimates for each year of age, adding 14 and 15 year-olds; continue to provide this data by race and add estimates by sex. *We are reviewing possible methods of doing this.*
- *(d) Give high school dropout rate. *No standardized data base exists. We suggest Prime Sponsors check with local schools; we could provide technical assistance on request.*
- *(e) Provide data on Economically Disadvantaged Youth, year by year for 14-21 year-olds. *Some data may be available. We will investigate.*

(4) DISABLED

- * (a) Provide with labor force data, including number unemployed.
- * (b) Define terminology.
- * (c) Give Department of Rehabilitation methodology statement - numbers seem exaggerated.
- * (d) Provide information on what vocational rehabilitation services are needed.
- * (e) Estimate the number who are economically disadvantaged (as well as veterans, ex-offenders, and in wheelchairs). *We will review this whole set of questions with the Department of Rehabilitation.*

(5) ENGLISH AS A SECOND LANGUAGE

- * (a) Produce more up-to-date estimates, particularly for Vietnamese and Spanish (with Portuguese broken out) speaking. *We are looking at new data, but it is unlikely that any substantial improvement will result.*
- (b) Estimate the number unemployed. *We know of no way to do this at the present time.*
- (c) Expand the methodology statement. *This shall be done.*

(6) OFFENDERS AND FELON PAROLE POPULATION

- * (a) Provide data by age, race, and sex. *No known data exists.*
- (b) Give data at the city level. *There is no known method of doing this.*
- (c) Expand Department of Justice and Department of Corrections methodology statements. *We shall do so.*
- (d) Define terminology. *This will be provided.*

d. NEW TARGET GROUPS FOR WHICH DATA ARE NEEDED

(1) OLDER WORKERS

- * (a) Expansion of the Civilian Labor Force, Employment, and Unemployment Table to include breakouts by race, sex, and age will satisfy the need for data on this group. *We shall review data sources; some improvements may be possible.*
- (b) Five year rather than ten year age cohorts would be useful. *Since the available data are not tabulated this way, this is not possible.*

(2) WOMEN

- *(a) Estimate the number reentering the Labor Force. *We will review the data sources.*
- *(b) Estimate the number who are Displaced Homemakers. *We will look into this though we know of no data sources.*
- (c) Estimate the number who are Battered Wives. *There is no known way of doing this.*
- (d) Provide Head of Household estimates by sex. *Some data may be available; we shall review data sources and methodologies.*

(3) MIGRANT SEASONAL FARMWORKERS

- *(a) Provide Population and Labor Force Data, including the number unemployed. *We know of no way to do this.*

(4) NATIVE AMERICANS

- (a) Update the population estimates. *We shall review sources; some data may be available.*

e. CONCLUSION

Most Prime Sponsor staff are aware that much of the preceding request data is unavailable. Some of it will be gathered by the 1980 Census and some could be estimated based on application of various factors to local populations. Other data could be gathered at the local level if not already available, e.g., youth in school data from the county Superintendent of Schools. Some Prime Sponsors use 1975 Special Census data (SYETA, San Diego, Santa Clara) and others (Kern, City of Los Angeles) use their own survey data. When Prime Sponsors are planning to do their own surveys, ED&R would like to be kept advised of what their data needs are, since this is an area where technical assistance could be helpful.

For the many Prime Sponsors who are using updated 1970 Census and California data to go on, detailed descriptions of the methodologies used to produce the Population, Labor Force, and Client Characteristics tables are needed. It would also be helpful to the Prime Sponsors if ED&R went a step further by including a critical analysis of the data.

As we have indicated under each specific data request outlined in this section, action is being taken where there is a possibility of supplying reliable labor force and target group data to the Prime Sponsors.

2. Annual Occupational Outlook and Labor Supply and Demand

The need for improved occupational information rivals the need for improved labor force and demographic data as the greatest unmet data need of CETA Prime Sponsors in California. There are three major occupational outlooks produced by ED&R: the Labor Supply and Demand, produced quarterly; the Occupational Outlook, produced annually in the API; and the Industry/Occupational Manpower Projections, produced every two years.

The primary use to which each of them is put by CETA is in determining training needs, but the most common criticism of both the quarterly and yearly publications was that the information they contain is insufficient for CETA planning needs in that they do not provide the necessary level of detail. Both products were rated as moderately useful. Suggestions made by the Prime Sponsors, prioritized in order of frequency made, about how to improve the ED&R occupational information system follow.

a. Quantified Supply and Demand

The most common observation made about the yearly Occupational Outlook and the quarterly Labor Supply and Demand was that occupational supply and particularly demand need to be quantified. Seventeen Prime Sponsors indicated dissatisfaction with the terminology currently being used to indicate shortages and surpluses of job applicants. Among the ways suggested to counteract this shortcoming are the use of:

A standardized system categorizing demand as strong, moderate, or weak

Indicators of the size of the occupational work force, by industry if possible

Estimates of the numbers of anticipated job openings

Percentages of expansion or contraction of demand

Analysis of the numbers of EDD job orders, applicants, placements, and unfilled job openings

Bar graphs or other graphic indicators of surplus applicants and unfilled openings

Input from other vocational training programs

We believe that some of these suggestions are practical and we shall explore them as means to improving these reports.

b. Information on Occupations Appropriate for CETA Training

A focus is needed on occupations with training requirements appropriate to CETA programs. If a year's training cannot qualify

an applicant for a job, the occupation will usually be beyond the scope of CETA. Many Prime Sponsors asked for more specific information about qualifications needed, including educational and experiential as well as training requirements. Questions asked included:

- a. When applicants cannot meet the requirements for certain jobs, precisely what is it that they lack? In other words, what distinguishes those who are getting a particular job from those who are not?
- b. What are the job opportunities for people trained in a particular occupation but without on-the-job experience?
- c. How long will adequate training take - 6, 12, or 18 months?
- d. What will be the impact of new state legislation on job requirements?

The above data will be provided where it is available.

c. Temporal Focus

The short-term outlook of the Labor Supply and Demand is not satisfying the needs of CETA planners. A yearly Occupational Outlook incorporating the detailed format of the quarterly publication would be preferable, and the temporal focus of the Labor Supply and Demand itself if lengthened to one year ahead would make it more useful. *We are looking at ways of redesigning our occupational information system to place more emphasis on year to year outlooks.*

d. Entry Level

Labor demand information on entry level occupations and the barriers to hiring for entry level jobs is needed by CETA Prime Sponsors. These should be distinguished from journey level positions which are open because of experience requirements. *This will be done when information is available.*

e. Detail

Another common request was for greater detail, both within occupational groups and specific occupations. The professional/technical, farmers/farm workers and craftworkers groups, for example, were described as being too broad in their coverage of the Sonoma, Fresno, and Santa Clara labor market areas. Specific job categories, such as "assembler" are also at times too general as descriptors. *We will provide greater detail where requested.*

f. Subarea Data

Occupational supply and demand outlooks are needed at the subSMSA (in a multi-county SMSA) or subcounty level by ten Prime Sponsors.

Nearly all lie within the six largest California SMSA and they include three cities, two balances-of-county, two counties within multi-county SMSA, and two consortia. *Depending on the nature of the LMA, the available information, and the available ED&R resources, we shall provide these.*

g. Wage Data

Wage and salary data were requested by seven Prime Sponsors although the nine who currently receive it rated it less than moderately useful. The Santa Rosa EDD Office has a project in progress to provide wage data for nonunionized occupations within private industry. *We may be able to provide technical assistance on specific occupations, but we consider wage surveys to be prohibitively expensive.*

h. Job Training Potential Statements

San Francisco and four other Bay Area Prime Sponsors requested an updated and expanded set of Job Training Potential Statements (JTPTS). At this time, these are neither as current nor as comprehensive as they would like, but do provide examples of the kind of detailed occupational demand data the Prime Sponsors would like to receive. *These fall under the heading of Occupational Needs Assessments.*

i. Methodology

The methodologies which are used by ED&R occupational analysts in preparing both the annual and quarterly outlooks need to be explained in greater detail. Included should be the criteria used in weighting data sources in the effort to quantify labor supply and demand by occupation. *We can list the criteria used; specific questions should be addressed to the appropriate ED&R office.*

j. Format

Suggested ways to improve the format of the occupational products included:

Display the data graphically.

Use a chart format.

Asterisk or list occupations in demand which have CETA-appropriate training requirements.

Index the occupations included alphabetically by page number.

List or graphically display the most common occupations in each labor market area.

Some of these look practical and all shall be considered.

k. Other requests

Requests made by less than five Prime Sponsors include:

- (1) Research emerging or nontraditional occupations, such as those resulting from new technologies (solar technician, water quality control worker).
- (2) Project peak demand periods for occupations within seasonal industries (agriculture and food processing, lumbering, tourism, retail trade, etc.).
- (3) Include large employers' Affirmative Action plans in the analysis (even in a surplus occupation, there may be a demand for women or ethnic minorities.) *Employers should be contacted.*
- (4) Distinguish unionized from nonunionized occupations.
- (5) Emphasize occupations where supply and demand are dynamic.
- (6) Relate demand data to possible career ladders; in other words, what are the prospects of an entry level job leading to something better?
- (7) Place greater emphasis on public and private nonprofit sector job opportunities.
- (8) Integrate national and state outlooks with the local one.
- (9) Promote discussions between ED&R analysts, CETA planners, and industry representatives to discuss occupational demand trends. *We shall focus more attention on all of these with the exception of (3), and shall provide technical assistance and training where needed.*

3. Industry/Occupational Manpower Projections

The Industry/Occupational Manpower Projections were rated as the most helpful of regular ED&R occupational publications by CETA Prime Sponsors. They are referred to with the same more than occasional frequency as the quarterly and yearly outlooks. No other scheduled ED&R products are used more frequently save the labor force and demographic data contained in the API. The Industry/Occupational projections are used in determining training needs and are now being updated every two years.

Two requests made by the Prime Sponsors in connection with the Labor Supply and Demand Report and the Occupational Outlook are answered in the Industry/Occupational projections. First, they indicate within which industries specific occupations are found, and second, they distinguish demand resulting from replacement needs from demand created by industry growth. These two features, along with the numerically

quantified approach, explain why many Prime Sponsors would like to receive an update of this product every year.

For the ten counties or groups of counties which will be receiving this product for the first time this year under PWEA funding, the CETA 4% contract will provide for training in how to use the data. *We are refining the OES survey and manpower projection processes and will address the subject of annual revisions. We shall also be reformatting the annual Occupational Outlook and will try to incorporate the numerically quantified approach of the projections where possible there.*

4. Annual Industry Employment Outlook

The Industry Employment Outlook published in the API was rated as moderately useful by the Prime Sponsors. Its most common uses are in determining training needs and requesting funds. Nearly half of the Prime Sponsors feel that it is too broad in its coverage. They would like to see more detail within industry divisions and clearer correlations with occupations within the industries. *We will give greater detail within those industries for which it was requested, and will cite occupational correlations where appropriate.*

5. Annual Planning Information (API), Annual Planning Newsletter (APN)

Overall, the API was rated by Prime Sponsors as the most useful of all regularly scheduled ED&R products. It is used occasionally to frequently and is very to extremely helpful to the Prime Sponsors. Suggested improvements can be found under each of its major sections:

Population and Labor Force Data
Client Characteristics (Target Group) Data
Occupational Outlook
Industry Employment Outlook

The only improvement that was suggested for the API as a whole concerns the date of its publication. Nearly half of the Prime Sponsors would rather receive it earlier in the year than May, when it is currently released. Specific months when they would prefer to get it are listed below:

#Primes¹ Requesting API in:

<u>Jan.</u>	<u>Jan.-Feb.</u>	<u>Feb.</u>	<u>March</u>	<u>April</u>
1	3	5	7	2

We will design an optimal delivery system to provide the API as soon as possible.

¹ San Mateo wants the Occupational Outlook section in January. The January-February group includes IMA, Pasadena, and Santa Barbara; February group includes Alameda, Los Angeles City, San Francisco, Santa Clara, and Solano; March group includes Imperial, Los Angeles County, Monterey, Oakland, Richmond, San Mateo (all but the Occupational Outlook section), and the Balance-of-State (APN). Fresno and Orange requested the API in April.

6. Labor Market Review (LMR)

The LMR was formerly known as the Area Manpower Review (AMR). It contains a six month update of the Industry Employment Outlook (in the API) and is published in October for 23 LMA. The Prime Sponsors rated it as a bit less than slightly useful; its most common use, by only eight Prime Sponsors, is for providing general information. Although roughly one-third of the Prime Sponsors use the LMR occasionally, another one-third never use it; its mean frequency of use by all Prime Sponsors is less than rarely.

CETA 4% funds this product for the six Prime Sponsor counties which lie outside SMSA, three of them for the first time during the 1977-78 contract year. The other three use it occasionally to rarely and find the industry outlook update which it contains to be moderately to slightly useful. *We are reassessing the form, content, and usefulness of this mid-year review.*

7. Labor Market Bulletin (LMB); Labor Market Newsletter (LMN)

These contain labor force and industry data and are published monthly (LMB) for the Prime Sponsors and quarterly (LMN) for CETA Balance-of-State counties. They are used occasionally for providing both general information to CETA staff and unemployment data to other governmental agencies, CBOs, LPCs, and the public.

Ten Prime Sponsors, most of them lying within the large SMSA, indicated a need for data at the subSMSA level. *This is a function of the 400L Supplement, a Labor Force Series publication.* Five Prime Sponsors requested occupational analysis of the industry trend data. *This can be provided through technical assistance.*

8. Labor Force Series

Three publications are included in this series: the 400 C, 400 L, and 400 L Supplement. All three give monthly labor force data for the following areas:

- (a) 400 C: California and 58 counties
- (b) 400 L: CETA jurisdictions (consortia; counties; Prime Sponsor and program agent cities)
- (c) 400 L Supplement: CETA subareas (by census tract aggregations)

The Labor Force Series publications are used primarily for providing general information and are among the most useful of all ED&R products to Prime Sponsors. Some problems with the series were widely noted, however:

Nine Prime Sponsors observed that they are not receiving one or more of the products at the time of the month that they need it. *They are being contacted.*

Eight requested redefinition of their subareas. *The requests for redefined subareas have been reviewed; the Prime Sponsors must provide us with census tract lists.*

Five Prime Sponsors requested yearly subarea labor force data. *Special arrangements can be made to provide yearly subarea data.*

Seven ED&R Southern Area Prime Sponsors (IMA, Los Angeles County, Orange, San Diego, Santa Barbara, Torrance, and Ventura) requested labor force data for their CETA subareas. *This can be provided; again, the Prime Sponsors must give us lists of the census tracts for which they would like us to aggregate the data.*

9. Industry Employment Series

Data published in the Wage and Salary Employment time series received the lowest helpfulness rating of all ED&R products.

Prime Sponsors do not find the data useful because they lack either the time or the expertise to use it. Many expressed their desire to have ED&R do the analysis of the data for them, and this is currently being done in the LMB, API, and LMR. *For those who are interested, training will be given in its use.*

10. Manpower Information for Affirmative Action

This is produced as an ETA Core Product and is used by CETA in helping develop Affirmative Action plans. Nearly half of the Prime Sponsors indicated that this 1970 Census based data is out-of-date. Others have not been receiving the publications. *We shall make sure that all Prime Sponsors receive the annual revisions.*

11. Unfilled Job Openings

This product was rated as moderately to slightly useful by the 25 Prime Sponsors in areas for which it is published. Half of them use it in determining training needs. Common criticisms of the data include:

It is six months old by the time it is available.
SMSA data is of limited use.
Determination cannot be made as to why the job opening is unfilled.
It is inaccurate.

This product will be reviewed before we publish it again.

12. Characteristics of the Insured Unemployed

This product was rated as less than slightly useful by the Prime Sponsors, principally because the relationship between UI recipients

and the total unemployed population is unknown. Also, SMSA data is useless to several Prime Sponsors. *We will review before publishing again.*

13. UI Characteristics

These computer printouts provide the raw data which is analyzed in the Characteristics of the Insured Unemployed. The printouts are also less than slightly useful. *Since a strong pitch was made for this information two years ago, we believe that we need to give training in its use.*

14. New Products

a. ES Characteristics

These computer printouts give ES registrant characteristics and will be available to Prime Sponsors for the first time in the fall of 1978. 21 Prime Sponsors indicated that they think this data will be very useful, 9 moderately useful, 2 slightly useful and 1 not at all useful. 4 could not say.

The greatest limitation of the data lies in the unknown relationship between ES users and the total number of job seekers in a given area. Specific requests included:

Translate DOT code into English.

Give data by census tract as opposed to zip code.

Break out Veterans into Vietnam era and disabled.

Give number of weeks unemployed.

Include a glossary of terminology used.

Show what time period the data represents.

Use Prime Sponsors' and C-BOS counties' names instead of numbers.

Aggregate C-BOS data for all 28 counties and also provide separately for each county by EDD Field Office or by county for those with more than one Field Office.

Provide a warning about limitations of the data and its uses, including a methodology statement, with the first publication.

Where possible, these things shall be done.

b. Occupational Employment Statistics (OES)

Statistics from this survey will begin being published for the six largest California SMSA in the fall of 1978. By the 19 Prime

Sponsors in these SMSA the probable usefulness of these data was rated as "moderately" to "very" for the SMSA and "very" to "extremely" if published for the county. The City and County of Los Angeles and Orange and Santa Barbara Counties would rate OES as extremely to infinitely useful were the data published for sub-county areas.

By the 11 SMSA Prime Sponsors in the remainder of State, OES were rated as slightly useful at that level, moderately useful by areas with similar major industrial composition, very useful by SMSA, and very to extremely useful by county. By the seven Prime Sponsors whose areas lie outside SMSA, OES were rated as slightly useful by remainder of state, moderately useful by areas with similar major industrial composition, and extremely useful by county. Major uses for this data will probably be in determining training needs, evaluating proposals, requesting funds, and providing general information. *We shall give consideration to enlarging the survey sample in order to make these data as useful as possible to the Prime Sponsors.*

c. Employment by Location Project

The purpose of this project is to establish a reporting system capable of providing employment data by industry within census tract on a quarterly basis. The following table shows how the Prime Sponsors replied when asked how useful they would find this data.

USEFULNESS OF EMPLOYMENT BY LOCATION DATA

Extremely	Very	Moderately	Slightly	Not at all	Unsure
10	13	5	3	0	6

Alameda, Glendale, Imperial, IMA, Los Angeles County, Monterey, Oakland, Orange, Stanislaus, and San Joaquin indicated that the Employment by Location data would be extremely useful; Butte, Fresno, Humboldt, Long Beach, Los Angeles City, Richmond, San Diego, San Francisco, Sonoma, Sunnyvale, Torrance, Ventura and C-BOS that it would be very useful; Merced, SYETA, Santa Barbara, Santa Cruz, and Tulare that it would be moderately useful; and Pasadena, San Luis Obispo, and Solano that it would be slightly useful. Berkeley, Contra Costa, Kern, Marin, San Mateo, and Santa Clara were unsure, but in no case did a Prime Sponsor fail to see a use for this data.

Employment by Location data would be used in developing training programs for CETA applicants, assessing employment potential in CETA sub-jurisdictions, placing CETA applicants, evaluating CETA programs, and planning CETA budgets. *Since there is a well-established demand for this data, we shall seek CETA 4% funding for the design, testing, and implementation of the system during the next fiscal year.*

C. SERVICES

1. Training, Technical Assistance, and Occupational Needs Assessments

There is little doubt that ED&R must place greater emphasis on the services which are made available to Prime Sponsors during the next CETA 4% LMI contract year. Of all products and services, technical assistance and training were rated as being the most helpful; in fact, these were the only two which scored in the very to extremely helpful range.

Ranked third in helpfulness was the Occupational Needs Assessment, a special request product which is funded as technical assistance. Many Prime Sponsors were unaware of the availability of Occupational Needs Assessments. They were used occasionally to frequently by only eight Prime Sponsors during the past year and were rated as being very useful.

USES OF TECHNICAL ASSISTANCE

<u>TYPE OF DATA</u>	<u>% PRIMES USING</u>
Demographic, Target Group	75%
Occupational	63%
Labor Force	46%
Industry Employment	32%

The lack of Prime Sponsor use of technical assistance in the application of industry data, seen also in the low helpfulness scores of the Annual Industry Employment Outlook (moderately) and the Industry Employment Series (slightly), points out the inability of many Prime Sponsors to correlate industry growth and decline data to possible occupational demand and supply effects. Many Prime Sponsors expressed a need for training in this area, and when Industry/Occupational Manpower Projections are made for 23 counties for the first time later this year, CETA 4% funded training will be given in their meaning and use. Since some of the new projections will combine the labor market areas of more than one county, training in how to distinguish one county's data from another's will be of particular importance.

The following percentages show how well the Prime Sponsors indicated they think training is being given by ED&R.

Extremely well	6%
Very well	72%
Moderately well	17%
Not very well	5%

Although four of every five Prime Sponsors expressed the opinion that there is sufficient training made available by ED&R to meet their needs, two of every three Prime Sponsors asked for further training in the use of LMI. The following products were mentioned specifically:

ES Characteristics printouts

UI Characteristics printouts

Characteristics of the Insured Unemployed

Industry Employment Series

Unfilled Job Openings

Population and Labor Force Data

Employment by Location Project data

Suggestions were also made that LMI workshops be made available to program agents or operators and to Local Planning Councils in the Balance-of-State counties. *This has always been available and will continue to be so.* Other requests included:

Make available a listing of the kinds of training that have been given to the Prime Sponsors.

Achieve a close working relationship between ED&R analysts and CETA staff, particularly when annual planning is being done. (One Prime Sponsor, however, expressed the opinion that CETA 4% funds should not be used to have ED&R do their planning for them.)

Publicize the ED&R training program more widely. *These three things shall be done.*

Ways suggested to improve the effectiveness of training were:

Offer workshops on a more advanced level.

Use a discussion group format.

Improve participation through practical application using problem solving exercises and worksheets.

The minimum number of visits made by ED&R analysts to Prime Sponsors and particularly to counties within the CETA Balance-of-State Prime Sponsor shall be increased to from two to four per year, depending on the agreed upon need.

After the 1978-79 CETA 4% LMI Contract is approved, a letter will be sent to each Prime Sponsor and county CETA office which details the levels and types of service which ED&R has agreed to provide them during that fiscal year.

III. PRIME SPONSORS

TABLE 3

PRIME SPONSORS LISTED BY HELPFULNESS AND FREQUENCY OF USE RATINGS
OF ALL ED&R PRODUCTS AND SERVICES

USE FREQUENCY		HELPFULNESS	
<u>Score</u>	<u>Prime Sponsor</u>	<u>Score</u>	<u>Prime Sponsor</u>
1.86	Stockton/San Joaquin	3.00	Stockton/San Joaquin
2.00	Humboldt	3.23	Humboldt
2.33	Long Beach	3.25	San Francisco
2.39	San Francisco	3.50	Fresno
2.44	Orange	3.69	Long Beach
2.50	Fresno	3.77	Orange
2.50	San Diego	3.93	Marin
2.80	Butte	3.94	San Diego
2.81	County of Los Angeles	4.06	Glendale
2.92	Tulare	4.07	Ventura
2.93	Imperial	4.09	Butte
2.93	Ventura	4.14	San Luis Obispo
3.21	Sonoma	4.39	Stanislaus
3.42	Stanislaus	4.42	Merced
3.47	Contra Costa	4.44	Riverside/San Bernardino (IMA)
3.50	Glendale	4.67	Monterey
3.52	MEAN SCORE	4.69	Sonoma
3.60	Sunnyvale	4.69	Imperial
3.62	Berkeley	4.83	MEAN SCORE
3.63	City of Los Angeles	4.93	Berkeley
3.64	Oakland	5.00	Balance-of-State
3.64	San Luis Obispo	5.00	City of Los Angeles
3.71	Monterey	5.12	Sacramento/Yolo (SYETA)
3.71	Santa Clara	5.13	Santa Clara
3.73	Marin	5.15	Richmond
3.80	Balance-of-State	5.35	Contra Costa
3.80	Riverside/San Bernardino (IMA)	5.50	County of Los Angeles
3.91	Merced	5.50	Oakland
4.07	Sacramento/Yolo (SYETA)	5.56	Torrance
4.14	Richmond	5.69	Solano
4.20	Torrance	5.69	Sunnyvale
4.27	Alameda	5.75	Alameda
4.27	Santa Barbara	6.07	Santa Cruz
4.27	Kern	6.07	Tulare
4.29	Solano	6.13	Kern
4.67	San Mateo	6.19	Santa Barbara
5.40	Pasadena	6.20	Pasadena
5.86	Santa Cruz	6.64	San Mateo

Use Frequency Scale

1=frequently
3=occasionally
5=rarely
7=never

Helpfulness

1=extremely
3=very
5=moderately
7=slightly
9=not at all

Some respondents were not as familiar as others with the products and services being discussed, but all responses are included here.

A. Individually

As can be seen from the lists on the opposite page, there are significant differences between Prime Sponsors in their level of satisfaction with ED&R LMI. Seen in terms of the helpfulness of all ED&R products and services, the range is from very to slightly helpful, and in terms of frequency of product use, from frequently to rarely. (Towards the bottom ends of these scales, the scores are not always as indicative of dissatisfaction as they are of unfamiliarity. In these cases, more technical assistance and training may be necessary.

On the other hand, this disclaimer should not be understood to mean that Prime Sponsors do not have legitimate unmet LMI needs, for, as we have seen earlier in this report, there are many.)

B. Grouped by ED&R Area Office

The following table shows the usefulness of ED&R products and services to all Prime Sponsors and to those served by the three ED&R Area Offices.

TABLE 4

<u>ED&R Area Office</u>	<u>Helpfulness</u>	<u>Frequency of Use</u>
	3=very 5=moderately 7=slightly	3=occasionally 5=rarely
All Prime Sponsors	4.8	3.5
Central Area	4.1	3.0
Southern Area	4.9	3.4
Coastal Area	5.2	3.9

C. Grouped by Area the LMI Describes

ED&R serves seven types of Prime Sponsors as defined by combinations of political and statistical boundaries. They are:

1. Counties whose boundaries coterminate with their SMSA
2. Consortia of cities and counties whose boundaries coterminate with their SMSA
3. Counties outside SMSA whose boundaries coterminate with their Labor Market Area (LMA)
4. CETA Balance-of-State counties whose boundaries coterminate with their LMA
5. Counties within SMSA

6. Cities within SMSA

7. Balances-of-county within SMSA

The first four types share the distinction of receiving LMI which describes their Labor Market and CETA areas, while the last three types receive a few products which describe their CETA areas, but mostly products which describe larger Labor Market Areas.

The most important reason for the differences in the satisfaction of both individual Prime Sponsors and Prime Sponsors grouped by ED&R Area Office (Table 4) can be seen in the following tables. Table 5 shows helpfulness and use frequency of ED&R products grouped by Prime Sponsor type according to whether the CETA area is the same or different than the LMA. Table 6 shows the distribution of these two grouped types of Prime Sponsor among the three ED&R Area Offices. Table 7 shows product funding source and helpfulness by type of Prime Sponsor.

It is apparent that CETA 4% funds are satisfying the LMI needs of Prime Sponsor counties which lie outside of SMSA. Of the six in California (Butte, Humboldt, Imperial, Merced, San Luis Obispo, and Tulare), all but one scored above the mean product helpfulness rating of 4.8. The LMI needs of types 1., 3., and 4., however, are not being met as well as those of types 2. and 5. Since the counties and balances-of-counties within SMSA³ receive more products under CETA 4% LMI funding, an attempt must be made to improve the products they receive. These include the principal products in the two greatest areas of unmet LMI need by all Prime Sponsors: Demographic/Labor Force Data and Occupational Information. (Both the quarterly Labor Supply and Demand and annual Occupational Outlook are funded by CETA 4% for counties inside SMSA.) Specific recommendations for changes to ED&R demographic and occupational information systems may be found in sections II.B.1 & 2.

³These are Alameda, Contra Costa, Los Angeles, Marin, Sacramento, San Francisco, San Mateo, Santa Clara, Solano, and Yolo.

TABLE 5

<u>Prime Sponsor</u>	<u>Helpfulness</u> (3=very, 5=moderately)	<u>Frequency of Use</u> (3=occasionally, 5=rarely)
All Prime Sponsors	4.8	3.5
Primes=Same LMA	4.6	3.3
Primes=Different LMA	5.0	3.7

TABLE 6

<u>ED&R Area Office</u>	<u>Prime=Same LMA</u>	<u>Prime=Different LMA</u>
Central Area	7	1
Southern Area	9	6
Coastal Area	3	11

TABLE 7

<u>Type of Prime Sponsor</u>	<u>#Products funded by:</u>		<u>Helpfulness</u> (3=very, 5=moderately, 7=slightly)
	<u>CETA 4%</u>	<u>ETA</u>	
1. County Inside SMSA ¹	8	2	5.1
2. County Outside SMSA	9	5	4.5
3. County in Balance-of-State	5	3	5.0
4. City	4	2	5.1
5. County coterminous with SMSA ²	2	12	4.5

¹Includes Balance-of-County Prime Sponsors

²Includes Consortia

IV. CONCLUSION

Several observations can be made in summing up the survey results. First, in fulfilling its purpose of determining how well ED&R is meeting the LMI needs of CETA Prime Sponsors, the survey and this report have focused on needs that have not been met rather than those that have been met. However, the impression that ED&R's level of service has not been satisfactory is incorrect; the survey results indicate otherwise. Several Prime Sponsors agreed with Merced County in observing a "vast improvement in LMI products and services over the past few years", and the general level of satisfaction with, and use of, ED&R products is quite high.

Although they use LMI from many other sources, ED&R products are the principal LMI source for Prime Sponsors. As the recognized authority on California LMI, ED&R disseminates information to a wide variety of users, some of whom are referred to ED&R by the Prime Sponsors. As they become more sophisticated in the use of LMI and also seek to satisfy changing DOL requirements, CETA planners are constantly developing new needs. Meeting these needs is an important ED&R goal. All of the specific data requests made by individual Prime Sponsors, whether they have been identified in this report or not, shall be responded to by the ED&R Area Offices, whose staff shall address each point covered in the post-survey memos written to the Prime Sponsors in their area. Since CETA planners have asked for a complex array of data, those requests which were made by a few of them can best be handled through technical assistance. Although ED&R's publications will be uniform statewide, special requests such as the Occupational Needs Assessments can be supplied to provide the individualized service which the Prime Sponsors require.

In order to stay abreast of CETA's changing needs for LMI, the review process instituted by this survey will be ongoing. Next year updates will be provided by ED&R Area Offices to determine what changes the Prime Sponsors view as necessary in the LMI system so that it continues to adapt to their evolving data needs.

APPENDIX A

ACRONYMS USED IN THIS REPORT

CALIFORNIA SMSA

APPENDIX A

ACRONYMS USED IN THIS REPORT

AMR	<u>Area Manpower Review</u> (see LMR)
API	<u>Annual Planning Information</u> (new name)
APN	<u>Annual Planning Newsletter</u>
APR	<u>Annual Planning Report</u> (See API)
BLS	Bureau of Labor Statistics (DOL)
CBO	Community Based Organization
C-BOS	CETA Balance-of-State Prime Sponsor (for the 29 California counties with less than 100,000 population)
CETA	Comprehensive Employment and Training Act of 1973
DOL	Department of Labor (U.S. Government)
DOT	<u>Dictionary of Occupational Titles</u> (ETA)
EDD	Employment Development Department (State of California)
ED&R	Employment Data and Research Division (Administrative Branch, EDD)
ES	Employment Service (Operations Branch, EDD)
ESARS	Employment Service Automated Reporting System
ETA	Employment and Training Administration (DOL)
IMA	Inland Manpower Association (CETA Prime Sponsor consortium of Riverside/San Bernardino cities and counties)
IRS	Internal Revenue Service (U.S. Government)
JTPS	<u>Job Training Potential Statement</u>
LMA	Labor Market Area (consists of a central city or cities and the surrounding territory within commuting distance)
LMB	<u>Labor Market Bulletin</u>
LMI	Labor Market Information
LMN	<u>Labor Market Newsletter</u>

LMR Labor Market Review (new name)

LPC Local Planning Council (functions in CETA Balance-of-State counties)

OES Occupational Employment Statistics

OMB Office of Management and Budget (U.S. Government)

SIC Standard Industrial Classification (OMB Manual)

SMSA Standard Metropolitan Statistical Area (refers to an integrated economic and social unit with a recognized large population center as defined by BLS) see next page, this Appendix.

SYETA Sacramento/Yolo Employment and Training Agency (CETA Prime Sponsor consortium of the City and County of Sacramento and Yolo County)

UI Unemployment Insurance (Operations Branch, EDD)

VA Veterans Administration (U.S. Government)

<u>CALIFORNIA SMSA</u>	<u>COUNTIES IN SMSA (PRIME SPONSORS)</u>	<u>CITY PRIME SPONSORS IN SMSA</u>
Anaheim-Santa Ana- Garden Grove	Orange	Consortium
Bakersfield	Kern	
Los Angeles-Long Beach	Los Angeles	Glendale, Long Beach, Los Angeles City, Pasadena, Torrance, Balance of Los Angeles County
Modesto	Stanislaus	
Oxnard-Simi Valley- Ventura	Ventura	
Riverside-San Bernardino-Ontario	San Bernardino	Consortium
Sacramento	Placer ^{1/} Sacramento, Yolo	Consortium
Salinas-Seaside- Monterey	Monterey	
San Diego	San Diego	Consortium
San Francisco	Alameda, Contra Costa, Marin, San Francisco, San Mateo	Berkeley, Oakland, Richmond
San Jose	Santa Clara	Sunnyvale
Santa Barbara-Santa Maria-Lompoc	Santa Barbara	
Santa Cruz	Santa Cruz	
Santa Rosa	Sonoma	
Stockton	San Joaquin	Consortium
Vallejo-Fairfield- Napa	Napa ^{1/} , Solano	

Prime Sponsor counties outside SMSA include Butte, Humboldt, Imperial, Merced, San Luis Obispo, and Tulare. There are 37 CETA Prime Sponsors in California and there will be 39 during Fiscal Year 1978-79 with the addition of Shasta and Yolo counties.

^{1/}C-BOS COUNTIES Also included under the umbrella of this Prime Sponsor are the counties of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Glenn, Inyo, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Modoc, Mono, Nevada, Plumas, San Benito, Shasta (independent Prime Sponsor as of 10/1/78), Sierra, Siskiyou, Sutter, Tehama, Trinity, Tuolumne, and Yuba.

APPENDIX B

The following instrument was used during 40 survey interviews. The questions on pages 1-3 were asked for each product which the Prime Sponsor had received during the past year. The scales of 1-4 and 1-5 on the first page were expanded to scales of 1-7 and 1-9 in order to accommodate those respondents whose answers fell in between the established response categories.

Acknowledgement must be given here to Irene Bauske of the ED&R Office in Los Angeles whose thoughtful questions formed the core of this instrument. It in turn provided the framework upon which this survey was built.

CALIFORNIA
CETA PRIME SPONSOR
LABOR MARKET INFORMATION
SURVEY QUESTIONNAIRE

SUBMITTED APRIL 20, 1978 BY
TRYGVE B. SLETTELAND
STATEWIDE CETA COORDINATOR
EMPLOYMENT DATA & RESEARCH

PRODUCT

PRIME SPONSOR

I. QUESTIONS ABOUT PRODUCTS CURRENTLY BEING SUPPLIED TO YOU

A. A list of these products has been or will be sent to you by our area offices.

B. Questions

1. How often do you or your staff normally refer to this publication or type of data?

frequently occasionally rarely never

2. Has this product been useful in performing the following CETA functions?

- a. Evaluating proposals
- b. Determining training needs
- c. Preparing reports
- d. Requesting funds
- e. Providing general information
- f. Other CETA function(s):

3. In carrying out overall CETA duties, how helpful do you generally find this product to be?

extremely very moderately slightly not at all

PRODUCT

PRIME SPONSOR

4. Is the product not as helpful as it might be because:

___ a. The information is insufficient for your CETA planning needs?
What are these unmet needs?

___ b. The information is not timely for CETA commitment dates?
When would you rather receive it?

___ c. The format does not easily lend itself to CETA applications?
Suggested format:

___ d. The data are not relevant to CETA needs?
Suggested improvements:

___ e. The data are a duplication of data provided elsewhere?
Where?

___ f. The data are too broad/narrow in coverage?
Suggested changes:

PRODUCT

PRIME SPONSOR

5. Has your use of this product included: (yes or no)

- a. Reprinting the information
- b. Integrating the data with other types of information
- c. Research source
- d. Other uses:

6. Have you found working with this product to be:

- a. Extremely difficult
- b. Somewhat difficult
- c. Relatively easy
- d. Very easy

7. Which data, if any, do you find the most difficult to use?

8. Does difficulty in working with the data result from:

- a. Lack of clarity in presentation?
- b. Confusion in determining precisely what the data represent?
- c. Inability to make inferences because of incompleteness?
- d. Other reason(s):

II. QUESTIONS ABOUT PRODUCTS NOT CURRENTLY BEING SUPPLIED TO ANY PRIME SPONSORS

A. ES Applicant Characteristics

1. Personal Characteristics of the Active File

- a. Currently available to all Prime Sponsor Counties: ESARS Table 93
- b. New Table (#1) will include 12 additional categories of applicants (see sample) and will be available at the city level by October, 1978
- c. Above and beyond the data contained in ESARS Table 93, how useful would the data in Table 1 be to you?

extremely very moderately slightly not at all

2. Active File Personal Characteristics by Occupation

- a. Currently available to all SMSA: ESARS Table 96
- b. Data contained in Table 2 not contained in ESARS Table 96
 - 1) Breakdown into 6 ethnic minority groups (see sample):
ESARS Table 96 shows data for "Minority" only
 - 2) Data will be aggregated by place of residence
 - 3) Data will be available at city level (by October, 1978)
- c. Above and beyond the data contained in ESARS Table 96, how useful would the data contained in Table 2 be to you?

extremely very moderately slightly not at all

- d. If the data in Table 2 would be of some use to you, to how many DOT digits would you like to have it carried?

EMPLOYMENT BY LOCATION
PRODUCT

PRIME SPONSOR

B. Employment by Location

1. Description

- a. The purpose of the Employment Data by Location Project is to establish a reporting system capable of providing employment data by industry within census tract and/or zip code.
- b. The scheduled completion date for the design phase is Sept. 30, 1978, and should funding become available for the implementation phase, these reports would become available in the fall of 1979.

2. Questions

- a. How useful would this information be in placing CETA applicants?

extremely very moderately slightly not at all

- b. How useful would this information be in evaluating your CETA programs?

extremely very moderately slightly not at all

- c. How useful would this information be in developing training programs for CETA applicants?

extremely very moderately slightly not at all

- d. How useful would this information be in budget planning?

extremely very moderately slightly not at all

- e. How useful would this information be in economic analysis and assessment of employment potential in your CETA jurisdiction?

extremely very moderately slightly not at all

- f. How often do you think you would use this information?

___ times a year

___ times a quarter

___ times a month

C. Occupational Employment Statistics (OES)

1. Description

- a. The Occupational Employment Survey is currently gathering information which will be available for:
 - 1) California
 - 2) Its 6 largest SMSA (Los Angeles-Long Beach, San Francisco-Oakland, Anaheim-Santa Ana-Garden Grove, San Diego, San Jose, & Riverside-San Bernardino-Ontario)
 - 3) The Remainder of State (California less 6 largest SMSA)
- b. Reports containing estimated employment figures for up to 200 occupations by 3-digit SIC (for approximately 400 industries) will be produced in a 3-year cycle as follows:
 - 1) Manufacturing, available fall, 1978
 - 2) Nonmanufacturing, except Trade, available summer, 1979
 - 3) Trade, available summer, 1980
- c. Your responses to the following questions will help ED&R to determine what additional areal occupational employment information we will seek to make available during the subsequent 3-year cycle.
- d. It should be kept in mind that the level of detail will depend upon:
 - 1) The size of your area's work force
 - 2) Its industrial composition and distribution
 - 3) The percentages of the returns we receive from our survey

2. Questions (a., b., or c. and d.)

- a. If your area is part of one of the 6 largest SMSA, how useful do you think this data would be to you:

1) By SMSA?

extremely very moderately slightly not at all

2) By county?

extremely very moderately slightly not at all

OES
PRODUCT

PRIME SPONSOR

b. If your area is part of an SMSA in the remainder of state, how useful do you think this data would be to you:

1) By remainder of state?

extremely very moderately slightly not at all

2) By areas with similar major industrial compositions, such as lumbering or food processing?

extremely very moderately slightly not at all

3) By SMSA?

extremely very moderately slightly not at all

4) By county?

extremely very moderately slightly not at all

c. If your area is not part of an SMSA, how useful do you think this data would be to you:

1) By remainder of state?

extremely very moderately slightly not at all

2) By areas with similar major industrial compositions, such as lumbering or food processing?

extremely very moderately slightly not at all

3) By county?

extremely very moderately slightly not at all

d. In performing which of the following functions do you think this information would be useful?

___ 1) Evaluating proposals

___ 2) Determining training needs

___ 3) Preparing reports

___ 4) Requesting funds

___ 5) Providing general information

___ 6) Other CETA function:

III. QUESTIONS ABOUT TECHNICAL ASSISTANCE (TA)

A. A brief presentation of the TA provided to you by ED&R so far this fiscal year will be given.

B. Questions

1. For which of the following subject areas do you generally use the most TA?

___ a. Sociodemographic/Target Group Information

___ b. Labor Force Data

___ c. Occupational Information

___ d. Industry Data

___ e. Other:

2. How satisfied are you with the timeliness of our response to your TA requests?

extremely very moderately slightly not at all

3. How satisfied are you with the quality of the TA we have given you?

extremely very moderately slightly not at all

4. Apart from those occasions when you have requested TA, or when we have specific information to provide you, would you like us to ___ contact you on a regular basis? If so, how often?

5. What other sources of information related to the local labor market do you find most helpful?

IV. QUESTIONS ABOUT WORKSHOPS AND TRAINING SEMINARS

A. Topics covered during workshops or training seminars already held during this fiscal year will be outlined.

B. Questions

1. How well do you think these topics were covered?

extremely very moderately not very not at all

2. Has what you learned from the workshop(s) helped you to better define and implement your program goals?

definitely probably doubtfully no

3. Do you think that there is sufficient training available in the use of ED&R publications?

yes no

If not, what is lacking?

4. How satisfied are you with our response to your requests for workshops?

extremely very moderately slightly not at all

5. Would you make any changes in the existing format of the workshops in order to make them more useful to you?

yes no

If so, what changes would you make?

APPENDIX C

A total of 40 memoranda were written to CETA Prime Sponsors and Balance-of-State county CETA offices by ED&R's State CETA Coordinator. They were written after survey interviews and provided detailed CETA staff comments on each product and service of ED&R. The memos total 120 pages, so only a few are included here as samples.

Prime Sponsors were encouraged to respond to these letters if they wished to add to or correct any of the statements made therein. At the date of this writing (September 1, 1978), ED&R has received four responses and these are included here.

Copies of any particular memos to the Prime Sponsors or C-BOS counties may be obtained by writing the

State CETA Coordinator
ED&R MIC 57
800 Capitol Mall
Sacramento, CA 95814

EMPLOYMENT DEVELOPMENT DEPARTMENT

Sacramento, CA 95814
(916) 322-8892



REFER TO:

July 6, 1978

- Mr. Frank Martinez
Inland Manpower Association
336 North La Cadena Dr.
Colton, CA. 92324

Dear Mr. Martinez:

This memo summarizes the results of the meeting between your staff and ED&R staff on June 19, 1978. This was part of a survey being conducted statewide to evaluate the labor market information which ED&R provides CETA Prime Sponsors. If you disagree with our summary of any of your statements or, if after further consideration, you wish to change any of your responses, please indicate the particulars to me and this memo will be revised accordingly.

1. Annual Planning Information:

You would like to receive this as early as possible in the calendar year since you begin your annual planning in March.

a. Occupational Outlook:

This data is needed in January or February. It does not indicate highly localized demand, something that is necessary if you are to effectively evaluate the proposals of your four program agents, the cities and counties of Riverside and San Bernardino. In at least one case, that of LVN s, demand has been underestimated. See also comments under 3. below.

b. Industry Outlook:

This needs to be related to the occupational outlook. Specifically, what jobs will be opening up in growth industries? DOT code numbers should be cross-referenced with industry analysis at the 3-digit SIC level.

c. Population and Labor Force Data:

These tables would be even more useful if figures were estimated for the major cities within the consortium.

d. Client Characteristics needs include:

- A. Veterans: return to 1977-78 format, include data for disabled, dishonorably discharged, unemployed (Viet Nam era and total), and dependents of those who are deceased.

July 6, 1978

- B. Youth: give labor force participation by race and sex for 14-15, 16-18, and 19-21 year-olds; estimate numbers who are offenders, in and out of school, and parttime versus fulltime workers.
 - C. Data on displaced homemakers, and battered wives needed as these are new target groups.
 - D. Disabled: define disabling condition more precisely.
 - E. ESL: give percent of all significant segments of your population who fall within this category.
 - F. Offenders: define terminology - you can only serve ex-offenders.
 - G. Migrant Seasonal Farmworkers: more data needed for this group.
 - H. Disadvantaged: define base for low income.
 - I. All Target Groups: data at the sub-SMSA level, broken out at least for your four program agents, would be even more helpful to you.
2. Area Manpower (LMI) Review:
This data is too broad in its coverage and is not useful in October since LMI is essentially used for the annual plan. Generally you don't use this report.
3. Labor Supply and Demand: comments and suggested improvements include:
- a. If ED&R states that this data is prepared in response to the needs of CETA Prime Sponsors, then why do we admonish them not to use it for planning purposes?
 - b. This publication should consequently approach the occupational supply and demand problem from a longer-term (historical) perspective; i.e., one year to the next. Seasonal occupations should be described and seasonal adjustment factors included. Year-to-year analysis should be made.
 - c. Since the Riverside-San Bernardino SMSA's industrial base is expanding at a rapid pace, you need information on the new firms moving into the area.
 - d. Demand should be quantified in terms of absolute vs. relative (turnover and replacement-related) oversupply. If demand exists, some indication of the number of workers needed should be given.
 - e. Information is needed on occupations with training requirements appropriate to CETA programs which usually falls within a one-year period.

July 6, 1978

- f. If separate analysis were included for each of your four subareas, or even for each EDD Field Office, this product would be more useful. The geographical area for which you are responsible is so large that synthetic data are only slightly useful in putting together your RFP's.
 - g. The "Assembler" job category, for example, is too general-- you need a better definition of the type of assembly being described. More precise information should be included for any of the general classifications.
4. Industry/Occupational Manpower Projections:
The tables included here contain the best data which ED&R provides to CETA planners. You would like to see us give up publishing the Labor Supply and Demand quarterly and put this product out every three years. Commuting information included from the census has also been helpful.
 5. Monthly Labor Market Bulletin:
The industry data should be related to the specific occupations being affected and broken out for your four program agent areas.
 6. Labor Force Series:
The 4000 mailing list will be checked to make sure that you are on it. The RAL 829, containing handwritten CETA subarea data is needed, and we will see that you get this monthly.
 7. Industry Employment Series:
You would like to know how much of the growth that this series tracks was projected and how much was unexpected. You could use training in how to use this data and would like us to send you the annual Size of Firm Report. You also think the new industry breakout for each of the counties will be helpful.
 8. Manpower Information for Affirmative Action:
Unemployment rates by race and sex should be included here. This data needs to be updated since the Riverside-San Bernardino area has grown dramatically since the 1970 Census.
 9. Unfilled Job Openings:
OK as is.
 10. Characteristics of the Insured Unemployed:
Our mailing list should be checked to see that you're getting this quarterly publication; also, you could use some training in the use of this product.
 11. UI Characteristics Printouts:
You just started receiving this, so you haven't used it yet. Zipcodes overlap your political boundaries, which will detract from the report's usefulness.

Mr. Frank Martinez

- 4 -

July 6, 1978

12. ES Characteristics Printouts:
These could be very useful; you'd like to have veterans data broken into disabled and Viet Nam vs. non-Viet Nam era.
13. Employment by Location data would be extremely useful and Occupational Employment Statistics will be very useful.
14. You are satisfied with the technical assistance which ED&R has provided you and would like to receive training in how to relate industry data to the occupational demand which it can reflect.
15. Your own surveys have included a Community Profile (containing population and labor force characteristics for your cities and counties) as well as a study of other training programs being conducted in your area.
16. We will check to be sure that all products mailed to you are addressed to your Planning Section and will send a copy of the ESARs Index and Guide.
17. You also expressed the desire to be kept abreast of what the other California CETA Prime Sponsors are doing.

Sincerely,

TRYG SLETTELAND
State CETA Coordinator
Employment Data and Research Division

cc: Anthony Gutierrez, Director, State CETA Office, MIC 77,
Attn: Mailyn Slotterbeck
Robert J. Hotchkiss, Chief, Employment Data and Research Division
Dave Woolcott, Area Analyst

EMPLOYMENT DEVELOPMENT DEPARTMENT

Sacramento, CA. 95814
(916) 322-8892



REFER TO:

July 13, 1978

Mr. Tim Christensen
Manpower Planning Project Director
Kern County
Administrative & Courts Building
1037 17th St.
Bakersfield, CA. 93301

Dear Mr. Christensen:

This memo summarizes the results of the meeting between your staff and ED&R staff on June 27, 1978. This was part of a survey being conducted statewide to evaluate the labor market information which ED&R provides CETA Prime Sponsors. If you disagree with our summary of any of your statements or, if after further consideration, you wish to change any of your responses, please indicate the particulars to me and this memo will be revised accordingly.

1. Annual Planning Information (API):
You receive this at the time you need it.
 - a. Occupational Outlook:
You have had success in placing trainees in occupations (auto. body repair, welding) which the report had indicated were in oversupply. You need to know the difference between entry level occupations in demand and those jobs which are open because so many years of experience is required. See also comments under Labor Supply & Demand.
 - b. Industry Outlook:
This is less current than the data you develop from local sources but is somewhat useful.
 - c. Population and Labor Force Data:
You need breakouts for 14-16 year olds and unemployment rates by age, race, and sex. You have more accurate data available from your county survey.
 - d. Client Characteristics needs include:
 - A. Veterans: number disabled and their unemployment rate, data broken out by age group and Viet Nam era vs. total veterans. V.A. estimates seem high.
 - B. Youth: As with veterans, provide as much data as possible. Include information on dropouts, ethnic characteristics of in-and-out-of school populations, educational attainment by age, and 16-21 group out of school.

- C. Handicapped: Again, more information is needed, including their capacity for entry into the labor market and occupational training possibilities.
2. Area Manpower (LMI) Review:
This duplicates data already available in API and Labor Supply and Demand report, but you wouldn't want to have to do without this publication.
 3. Monthly Labor Market Bulletin:
Very useful as is.
 4. Labor Supply and Demand:
See comments under 1a above. More supply data are needed. Demand information should be quantified, with the size of the industry(s) work force by occupation shown. You would also like to see some variation in the occupations included here. Clericals and cooks, for example, could be excluded, but analysis of a few new occupations each quarter would be welcomed. Some of the information in the report is out-of-date by the time you receive it and has not been found to be reliable in your placement activities (as in the case of upholsterers). The information could be made more objective by including an explanation of what is meant by "qualified". All general terms should be defined. One possible way to quantify this information would be to include data on the numbers of EDD job orders, applicants, and unfilled job openings.
 5. Industry/Occupational Manpower Projections:
You questioned whether the demand is projected for this year, next year, or five years from now. You need a way to get from year-to-year in interpreting this data and would like faster updates. No growth has been indicated for some of the occupations for which you have had the greatest placement successes.
 6. Industry Employment Series:
We will check our mailing list to be sure this is being sent to you. You'd like to see more industrial detail given here (particularly within agriculture), and to have the data related to those occupations which may be affected by industry growth or decline.
 7. Labor Force Series:
The 400L is okay as is.
 8. Manpower Information for Affirmative Action:
Current data would be very helpful.
 9. Annual Wage Compendium:
This duplicates data which is readily available from your city and county governments.
 10. Unfilled Job Openings:
This data is useless by the time you get it and has not always been indicative of your experience. Printouts of job openings by field office would be more useful.

11. Characteristics of the Insured Unemployed:
You would like to know what portion of the total unemployed is represented here.
12. U.I. Characteristics printouts:
These data are of slight use to you.
13. E.S. Characteristics printouts:
These may be very useful to you.
14. Occupational Employment Statistics:
Will be moderately useful to you.
15. Employment by Location data:
Firms should be identified by name.
16. You haven't asked for technical assistance recently since you were aware that what you wanted wasn't available. You are planning to do an industry survey to gather data on annual wages and benefits and the training necessary for other than entry-level occupations and would like to coordinate this effort with ED&R. You will let us know how we can assist you.
17. Other points made during the meeting include:
 - a. Unless occupational needs assessments are based on local information, they would be practically useless.
 - b. You would like to receive all ED&R products as soon as possible.
 - c. DOL should ask ED&R what is available before they ask CETA for new data.
 - d. Kern County has five distinct labor market areas (Bakersfield, Taft, Ridgecrest, Lake Isabella, and Wasco-Delano-Shafter), and you'd like as much LMI as you can get broken out for each area, particularly the unemployment rate.
 - e. You'd like us to let you know what special reports ED&R does and would like some sort of "flag" when new publications are sent. Also, you would like to have a list of employers by address.
 - f. You felt that ED&R should be looking beyond reformatting data that already exists and developing new data sources instead.
 - g. You would like to see some of our projections tested for level of validity.
 - h. You think that we ought to be pushing DOL to coordinate data collection efforts at the federal, state, county and local levels.

Mr. Tim Christensen

-4-

July 13, 1978

- i. It was suggested by Marilyn Slotterbeck of the State CETA office that Alice Short be on the task force for the pilot demographic survey that may be done in several of the small counties.
- j. You requested that we send you a copy of the instrument we use for our Occupational Employment Statistics survey.

Sincerely,

TRYG SLETTELAND
State CETA Coordinator
Employment Data and Research Division

cc: Anthony Gutierrez, Director, State CETA Office, MIC 77,
Attn: Marilyn Slotterbeck
Robert J. Hotchkiss, Chief, Employment Data and Research Division
William Freed, Area Analyst

CETA PROGRAM DEPARTMENT

PETER PARRA
Assistant Director

ALICE SHORT
Supervisor-Operations

1031 17th Street
Telephone (805) 861-3014
Bakersfield, California-93301



TIM E. CHRISTENSEN
Director

VERNE JUNG
Supervisor-Administration

1037 17th Street
Telephone (805) 861-2095
Bakersfield, California-93301

August 8, 1978

Mr. Tryg Sletteland
State CETA Coordinator
Employment Data and Research
Employment Development Department
Sacramento, CA 95814

Dear Mr. Sletteland:

This letter is in response to your memo of July 13, 1978, soliciting our comments to your summary of the meeting held here in June of this year. I will follow your outline of publications and suggest some changes in the summary of comments as necessary.

1. The Annual Planning Information (API): report is both necessary and useful. I concur with all comments except on items 1. (d) A through C. Regarding item 1. (d) A., we not only need that information listed, but a breakout of Vietnam Era Veterans, Age 34 and under. The location of all veteran segments geographically within our county would also be helpful.

Item 1. (d) B. - Youth - pursuant to U.S. Department of Labor grant guideline we need:

Youth characteristics (14-21) and population in Kern County, as well as this data broken out by Youth (14-15), (16-19), and (20-21). For each of those above, we need percentage in school and labor force status; as well as ethnic characteristics, in and out of school, educational attainments by age, and dropout numbers/rates, and any projection relating to these areas.

Item 1. (d) C. - Handicapped: we would need similar information to that of youth, as well as percentage of disability or handicap which would give us some handle on training capacity and potential of client population.

2. The Area Manpower Reviews: report is good, general mid-year information. Some data is a duplication of API, but hopefully represents changes. We would suggest deletion of section on Labor Supply and Demand as it is too dated for our use.

3. Monthly Labor Market Bulletin: is useful, the most current data published by ED & R, as well as being necessary for DOL requirements.
4. Labor Supply and Demand: is mostly outdated by receipt time. To date we have found the report of little or no use. If the report is to be continued, data should be quantified by applicant per occupation and number of job orders, in addition to analyzing new occupations. Far better would be more local staff located at local field office to obtain immediate information on new and specifically selected occupations, as well as ongoing records on old standards.
5. Industry/Occupational Manpower Projections: are of little use in their current format. Projections and demand/supply need to be broken out on a yearly basis with faster revisions.
6. Industry Employment Series: if continued, should contain more detail especially in areas such as agriculture, mining and mineral extraction, and trades. We currently don't receive or use the publications.
7. Labor Force Series: (400L) is used (again current information) and is required by DOL.
8. Manpower Information for Affirmative Action: is not received so its usefulness cannot be determined. A request prior and during our meeting was made for this data, but we have not yet received the data.
9. Annual Wage Compendium: covers only government wages, which is of limited use to our program. This type of information is available, if necessary, from governmental entities directly.
10. Unfilled Job Openings: is useless as it is outdated by time of receipt and not pinpointed geographically within our County. Local EDD field office printouts (monthly) would be more timely and effective.
11. Insured Unemployed Characteristics: we find of little use without some accurate representation of total unemployed persons and the geographic location within Kern County.
12. U.I. Characteristic Printouts: are of little use to us.
13. E.S. Characteristic Printouts: are of slight use.
14. No change.
15. Employment by Location and Status: would be useful to us (ES-202) showing employers, specific location, work force, number of occupation, and other data. We were advised this data should be available to us, on a confidential basis, but have not yet

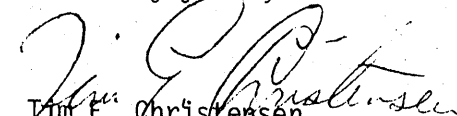
August 8, 1978

received the report or answer to our inquiry.

16. We had no knowledge of what technical assistance was available prior to our meeting and, therefore, had not asked for any. We do plan, depending upon cost, to undertake a comprehensive labor market survey of labor market supply/demand, growth wage/benefits, and training/characteristics/skills needed by industry for entry-level occupation. We would appreciate any technical assistance and expertise which will significantly add to the validity and use of the data/information we hope to collect.
17.
 - a. Unless occupational need assessments are based on local information, for our purpose, they are useless.
 - b. We would like to receive all useful ED & R as soon as possible.
 - c. No change.
 - d. Important.
 - e. No change.
 - f. No change.
 - g. No change.
 - h. Important and instrumental to the effective, efficient and continued operation of this program.
 - i. No change.
 - j. We still have not received a copy of your survey instruments.

I hope the aforementioned changes, some of which are only an elaboration on your comments, will clarify our needs and concerns.

Sincerely yours,


Tom E. Christensen
CETA Program Director

TEC:KB:nv

cc: Anthony Gutierrez, Director, State CETA Office, MIC 77,
Attn: Marilyn Slotterbeck
Robert J. Hotchkiss, Chief, Employment Data and Research Division
William Freed, Area Analyst

MONTEREY COUNTY

COMPREHENSIVE EMPLOYMENT & TRAINING ACT (CETA) ADMINISTRATION

(408) 424-0972 - 159 AUBURN STREET (P.O. BOX 2182 - SALINAS, CALIFORNIA 95002

RICHARD ANDREWS
ADMINISTRATIVE OFFICER

July 21, 1978



Mr. Tryg Sletteland
State CETA Coordinator
Employment Data and Research Division
Employment Development Department
Sacramento, CA 95814

Dear Mr. Sletteland:

This is in response to your letter of June 13, 1978, reference number 57:141:bwm. Your summary was very thorough and I have only two minor clarifications to make:

Item 2h Unfilled Job Openings. The point we were trying to make is that we all "know" that EDD receives job orders for only a small proportion of existent job openings. It is reasonable to expect that the proportion varies from occupation to occupation. Therefore, for some occupations, job orders are probably a very useful indicator of the actual labor market, while for others, they are probably a worse indicator than intuition. As a result, current publications for which job orders are the primary data source are not very useful because no one knows when to believe them and when to ignore them.

Item 2i Crosstabulations of UI & ES Characteristics. Your summary accurately reflects our interest in custom crosstabulations of ESARS data. I would like to add, however, that ESARS data would be more useful to us if it were available by census tract rather than by zip code. Greater standardization among the various sources of employment and demographic data would increase the usefulness of everyone's information.

I am enclosing the evaluation of the LMI workshop that Barbara Skelly and Judith Singer conducted on May 17th. It received favorable evaluation from both staff and planning council members who attended.

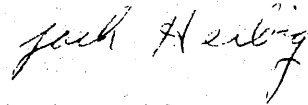
In closing, let me emphasize that while many of our comments about the ED&R publication program were critical, our experience with their technical support/training has been outstanding.

July 21, 1978

The CETA program in Monterey County has benefited from their availability.

Thank you for the care and thoughtfulness that you have invested in this survey. I would appreciate receiving a summary of the results and recommendations.

Sincerely,



Jack Herbig
Management Information
Analyst

JMH:ym



SAN DIEGO

REGIONAL EMPLOYMENT & TRAINING CONSORTIUM

861 6TH AVE. P.O. BOX 2072 SAN DIEGO, CA 92112
TEL. (714) 238-1445

A JOINT PROGRAM OF THE:
CITY OF SAN DIEGO COUNTY OF SAN DIEGO

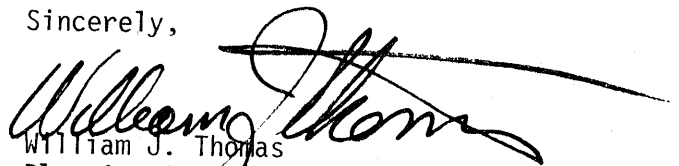
July 27, 1978

Mr. Tryg Sletteland
State CETA Coordinator
Employment Data and Research Division
Employment Development Department
Sacramento, California 95814

Dear Mr. Sletteland:

This letter is to inform you that I agree fully with your summary of our meeting on June 30, 1978. We greatly appreciate the technical assistance we have received from ED&R. We look forward to working closely with your office and our local labor market analyst in the development and application of labor market information to CETA employment and training programs in San Diego County.

Sincerely,


William J. Thomas
Planning & Evaluation
Administrator

WJT:nch



C. E. DIXON
COUNTY ADMINISTRATOR

STOCKTON/SAN JOAQUIN
EMPLOYMENT AND TRAINING OPPORTUNITIES DEPARTMENT

CITY HALL
STOCKTON, CALIFORNIA 95202
AREA CODE 209 944-8259



CITY OF STOCKTON
GERALD D. DAVENPORT
CITY MANAGER

August 25, 1978

Mr. Tryg Sletteland
State CETA Coordinator
Employment Data & Research Division
Sacramento, CA. 95814
Attn: 57:141: mcg

SUMMARY OF JUNE 23RD MEETING BETWEEN ETOD AND EDD

The ED & R summary report was discussed with the ETOD staff involved in the ED & R survey of this Prime Sponsors' data needs for CETA planning purposes.

I have been advised that the essential interests expressed by ETOD staff for each of the instruments for discussion on June 23rd are accurate. As we implement our FY'79 CETA programs, it may be necessary to revise our plans to meet the needs not currently identified. I suspect if such a time occurs, your agency will be relied upon to adjust to our needs for new data.

Thank you for your time and effort. You can be assured we will notify your office when the proper situation(s) surface.


GEORGE MILTON
DIRECTOR

GM:gl

cc: Max Sarmiento, Deputy Director
ETOD Central Files

APPENDIX D

PRODUCTS RECEIVED BY PRIME SPONSOR AND FUNDING SOURCE

STANDARD METROPOLITAN STATISTICAL AREAS	Annual Planning Info.	LMI Reviews	No. Labor Market Bulletin	End/Or- Minc. or Proj. Projection	Labor Charac- Supply Characteristics of Demand	Charac- the In. Dem.	Unfilled Job Openings	Labor Force Series	Population and Labor Force Data	Client Charac- teristics	ES and UI Charac- teristics	Occupational Outlooks	Cre. Needs Assessments	Ind. Emp. Series	Annual Ind. Emp. Outlook	Occ. Employment Statistics	Annual Wage Compendium
Anaheim-Santa Ana-Corona Grove (Orange)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA	CETA a/ PWEA	ETA
Bakersfield (Kern) *	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		ETA
Fresno (Fresno) *	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		ETA
Los Angeles-Long Beach (Los Angeles)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA	PWEA	
Glendale	ETA																ETA
Long Beach	ETA									CETA 4%	CETA 4%						
Los Angeles	ETA									CETA 4%	CETA 4%						
Pasadena	ETA									CETA 4%	CETA 4%						
Torrance	ETA									CETA 4%	CETA 4%						
Los Angeles (Balance of County)	ETA									CETA 4%	CETA 4%						
Modesto (Stanislaus)	ETA	ETA	ETA	PWEA	ETA								CETA 4%				
Orland-Siskiyou Valley-Ventura (Ventura)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		
Riverside-San Bernardino-Ontario (San Bernardino)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA	CETA a/	
Riverside					ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA	PWEA	
San Bernardino								ETA									
Sacramento SMSA	ETA	ETA	ETA	ETA	ETA			ETA					CETA 4%	CETA 4%			
Sacramento/Vallejo Manpower Agency	ETA				ETA			ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%				
Sacramento									CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%				
Vallejo								ETA	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%			
Placer	CETA 4%							ETA	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%			
Salinas-Seaside-Monterey (Monterey)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		
San Diego (San Diego)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		PWEA
San Francisco-Oakland SMSA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		PWEA
Alameda County	ETA				CETA 4%			ETA				CETA 4%			CETA 4%	CETA 4%	
Oakland	ETA								CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%				
Berkeley	ETA								CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%				
Alameda County Training & Employment Board	ETA								CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%				
Contra Costa County					CETA 4%				CETA/ETA	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%	
Richmond	ETA								CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%				
Balance of Contra Costa County	ETA						ETA					ETA	CETA 4%				
Marin County*	ETA				CETA 4%			ETA				CETA 4%		CETA 4%	CETA 4%		
San Francisco County*	ETA				CETA 4%			ETA				CETA 4%		CETA 4%	CETA 4%		
San Mateo County*	ETA				CETA 4%			ETA	CETA/ETA	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%	CETA 4%		
San Jose SMSA (Santa Clara)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA		ETA	ETA		PWEA
Santa Clara Valley Employment & Training Board	ETA								CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%				
Sunnyvale	ETA								CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%				
Santa Barbara-Santa Maria-Lompoc SMSA (Santa Barbara)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	ETA 4%	ETA	CETA 4%	ETA	ETA		
Santa Cruz (Santa Cruz)	ETA	ETA	ETA	PWEA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		
Santa Rosa (Sonoma)*	ETA	ETA	ETA	PWEA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		
Stockton SMSA (San Joaquin)	ETA	ETA	ETA	ETA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		
Vallejo-Fairfield-Napa SMSA (Napa & Solano)	ETA	ETA	ETA	PWEA	ETA	ETA	ETA	ETA	CETA/ETA	CETA 4%	CETA 4%	ETA	CETA 4%	ETA	ETA		
Solano CETA # 1	ETA								CETA 4%	CETA 4%	CETA 4%	ETA	CETA 4%				
NAPA CETA # 2	ETA 4%							ETA									
SOLANO CETA # 3								ETA									

* Cotermineous with Prime Sponsor Area / Contractual Agreement with Prime Sponsor / Cotermineous with Solano County / Includes all of Northern California New in 1978

Line Sponsor	Annual Planning	LMI Reviews	No. Labor Market Studies	City Labor Market Newsletters	Inv./Occ. Market Projections	Labor Supply/Demand	Population and Labor Force Data	Client Characteristics	ES and UI Characteristics	Occupational Outlooks	Occ. Needs Assessments	Ind. Emp. Sectors	Annual Time/Outlook	Occ. Employment Statistics	Annual Wage Comparison
Butte	ETA	CETA 42	CETA 42	PMEA		CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	ETA		
Humboldt	ETA	CETA 42	CETA 42	PMEA		CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	ETA		
Imperial	ETA	CETA 42	CETA 42	PMEA		CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	ETA		CETA 42
Tulare	ETA	CETA 42	CETA 42	PMEA		CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	ETA		CETA 42
Merced	ETA	CETA 42	CETA 42	PMEA		CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	ETA		
San Luis Obispo	ETA	CETA 42	CETA 42	PMEA		CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	CETA 42	ETA		CETA 42
Balance of State	ETA												ETA		
Other Counties															
Alpine	CETA 42/1														
Amador	CETA 42/1														
Calaveras	CETA 42/1														
Colusa	CETA 42/1														
Del Norte	CETA 42/1														
El Dorado	CETA 42/1														
Glenn	CETA 42/1														
Inyo	CETA 42/1														
Kings															
Lake															
Lassen	CETA 42/1														
Madro	CETA 42/1														
Mariposa	CETA 42/1														
Merced	CETA 42/1														
Modoc	CETA 42/1														
Mon															
Plumas	CETA 42/1														
Plumas	CETA 42/1														
San Benito	CETA 42/1														
Shasta	CETA 42/1														
Sierra	CETA 42/1														
Stanislaus	CETA 42/1														
Sutter	CETA 42/1														
Tehama	CETA 42/1														
Trinity	CETA 42/1														
Tuolumne	CETA 42/1														
Yuba	CETA 42/1														

* Cotermineous with Prime Sponsor Area
 // Annual Planning Newsletters for small counties within BOS
 ☐ New in 1978

APPENDIX E

ADDITIONAL TABLES

TABLE 8: HELPFULNESS OF EACH ED&R PRODUCT & SERVICE TO THE PRIME SPONSORS

	EXTREM FLY 1	EXTREM E-VERY 2	VERY 3	VERY-M OD 4	MODERA TELY 5	MOD-SL IGHT 6	SLIGHT LY 7	SLIGHT -NOT 8	NOT AT ALL 9	TOTAL
API	0.9%	0.5%	2.3%	0.7%	2.0%	0.4%				
1	5	3	13	4	11	2				6.8%
										38
OCC. OUTLOOK	0.5%	0.2%	1.4%	0.4%	2.1%	0.5%	0.7%	0.2%	0.2%	
2	3	1	8	2	12	3	4	1	1	6.3%
										35
IND. OUTLOOK	0.4%	0.2%	1.4%	0.2%	2.5%		1.6%		0.4%	
3	2	1	8	1	14		9		2	6.6%
										37
PJP & LF DATA	2.1%		2.0%	0.2%	1.4%	0.2%	0.5%	0.2%		
4	12		11	1	8	1	3	1		6.6%
										37
CLIENT CHARS	1.1%	0.2%	2.3%	0.2%	1.6%	0.7%	0.4%			
5	6	1	13	1	9	4	2			6.4%
ED&R REP'RT OR SERVICE	0.2%		0.5%		2.0%	0.2%	0.9%		1.4%	
6	1		3		11	1	5		8	5.2%
										29
LABOR S&D	0.4%	0.2%	2.0%	0.7%	0.9%		1.4%	0.2%		
7	2	1	11	4	5		8	1		5.7%
										32
MANPOWER75-80	0.7%		1.8%	0.4%	0.9%	0.2%			0.2%	
8	4		10	2	5	1			1	4.1%
										23
L.M. BULLETIN	0.5%		2.3%		1.1%	0.4%	0.5%		1.3%	
9	3		13		6	2	3		7	6.1%
										34
AFFIRMATION	0.4%		1.1%		1.4%		0.5%		2.0%	
10	2		6		8		3		11	5.4%
										30
WAGE DATA	0.2%	0.2%	0.4%		0.2%		0.2%	0.2%	0.4%	
11	1	1	2		1		1	1	2	1.6%
										9
W&S IND.EMPL		0.2%	0.4%		1.3%		1.1%		3.8%	
12		1	2		7		6		21	6.6%
										37
L.F. SERIES	1.1%		1.8%	0.2%	2.0%		0.9%		0.5%	
13	6		10	1	11		5		3	6.4%
										36
JOB OPENINGS			1.3%	0.2%	1.1%		0.5%		1.3%	
14			7	1	6		3		7	4.3%
ED&R REP'RT OR SERVICE			0.5%		0.5%		1.1%	0.2%	2.3%	
15			3		3		6	1	13	4.6%
										26
UI CHARS	0.2%		0.4%		1.3%		1.4%	0.2%	2.7%	
16	1		2		7		8	1	15	6.1%
										34
OCC. N. ASSESS	0.2%		1.1%				0.2%			
17	1		6				1			1.4%
										8
TECH. ASSIST	1.1%	1.4%	3.2%	0.4%	0.2%					
18	6	8	18	2	1					6.3%
										35
TRAINING	1.3%	1.1%	0.7%				0.4%		0.2%	
19	7	6	4				2		1	3.6%
ED&R REP'RT OR SERVICE										20
PERCENT TOTAL	11.1%	4.1%	26.8%	3.4%	22.3%	2.5%	12.3%	1.1%	16.4%	100.0%
	62	23	150	19	125	14	69	6	92	560

TABLE 9

FREQUENCY OF PRIME SPONSORS' USE
OF EACH ED&R PRODUCT

	FREQUE NTLY 1	FREQ=O CCAS 2	CCCASI CNALLY 3	CCCAS- RARE 4	RARELY 5	RARE=N FV 6	NEVER 7	TOTAL
API 1	I 2.5%	I 2.5%	I 2.1%	I	I 0.2%	I	I	7.4% 38
	I	I	I	I	I	I	I	
	I 13	I 13	I 11	I	I 1	I	I	
	I	I	I	I	I	I	I	
OCC. OUTLOOK 2	I 2.1%	I 0.2%	I 3.3%	I 0.4%	I 0.6%	I	I 0.2%	6.8% 35
	I	I	I	I	I	I	I	
	I 11	I 1	I 17	I 2	I 3	I	I 1	
	I	I	I	I	I	I	I	
IND. OUTLOOK 3	I 1.2%	I 0.2%	I 3.7%	I 0.2%	I 1.5%	I	I 0.4%	7.2% 37
	I	I	I	I	I	I	I	
	I 6	I 1	I 19	I 1	I 8	I	I 2	
	I	I	I	I	I	I	I	
POP & LF DATA 4	I 3.3%	I 1.2%	I 2.3%	I	I 0.4%	I	I	7.2% 37
	I	I	I	I	I	I	I	
	I 17	I 6	I 12	I	I 2	I	I	
	I	I	I	I	I	I	I	
CLIENT CHARS 5	I 2.9%	I 0.6%	I 2.7%	I	I 0.4%	I	I	6.6% 34
	I	I	I	I	I	I	I	
	I 15	I 3	I 14	I	I 2	I	I	
	I	I	I	I	I	I	I	
LIR-AMR 6	I 0.2%	I 0.2%	I 2.3%	I 0.4%	I 1.0%	I	I 2.1%	6.2% 32
	I	I	I	I	I	I	I	
	I 1	I 1	I 12	I 2	I 5	I	I 11	
	I	I	I	I	I	I	I	
LABOR S&D 7	I 2.9%	I 0.4%	I 1.4%	I 0.2%	I 1.4%	I	I 0.4%	6.6% 34
	I	I	I	I	I	I	I	
	I 15	I 2	I 7	I 1	I 7	I	I 2	
	I	I	I	I	I	I	I	
MANPOWER 75-80 8	I 1.4%	I	I 2.5%	I	I 0.6%	I	I	4.4% 23
	I	I	I	I	I	I	I	
	I 7	I	I 13	I	I 3	I	I	
	I	I	I	I	I	I	I	
L.M. BULLETIN 9	I 3.5%	I 0.2%	I 1.0%	I	I 1.0%	I	I 1.2%	6.8% 35
	I	I	I	I	I	I	I	
	I 18	I 1	I 5	I	I 5	I	I 6	
	I	I	I	I	I	I	I	

LMI SURVEY ONE

TABLE 9 (CONTD.) FREQUSE
FREQUENCY OF USE

	FREQUE NTLY 1	FREQ=0 CCAS 2	OCCASI CNALLY 3	CCCAS- RARE 4	RARELY 5	RARE-N EV 6	NEVER 7	TOTAL
AFFIRMATION 10	0.4%		2.5%		1.0%		2.3%	6.2%
	2		13		5		12	32
WAGE DATA 11	0.8%				0.6%		0.4%	1.7%
	4				3		2	9
W&S IND.EMPL 12			1.7%	0.2%	1.2%		4.1%	7.2%
			9	1	6		21	37
L.F.SERIES 13	2.5%		3.3%		0.6%		0.6%	7.0%
	13		17		3		3	36
JOB OPENINGS 14	0.4%		2.3%		0.2%		1.9%	4.8%
	2		12		1		10	25
CHARS I.UNEM 15	0.4%		1.0%		1.4%	0.2%	2.7%	5.0%
	2		5		7	1	14	29
UI CHARS 16	0.4%		1.5%	0.2%	1.9%		2.9%	7.0%
	2		8	1	10		15	36
OCC.V.ASSESS 17	0.4%		1.0%		0.2%			1.5%
	2		5		1			8
PERCENT TOTAL	25.1% 130	5.4% 28	34.6% 179	1.5% 8	13.9% 72	0.2% 1	19.1% 99	100.0% 517