

Potential Areas for Future Inquiry and Recommendations

Workforce Information Advisory Council
August 31, 2021

Topics and questions posed by Chike Aguh, Chief Innovation Officer, and Alexander Hertel-Fernandez, Deputy Assistant Secretary for Policy:

- What is the work of the future?
- How do we best prepare workers for that work?
- How do we make sure that the worker and the work find each other?
- How do we guide our social benefits to support people through job transition?
- How do we map out the job transition path for workers?
- How can we grow workforce and labor market information (WLMI) to ensure individuals are in quality jobs, and how can we grow WLMI to better understand where quality jobs are located?
- How are we serving people across the scope of equity?

- Specific challenges in gathering and using WLMI:
 - Federated nature of the workforce system, citing multitudes of data in many different systems.
 - Usability of data for all parties.
 - The need for data that can disaggregate specific populations that are hard to track and have historic marginalization or past exclusion.
 - The need for continuous investments in data.

- To ensure underserved populations and communities are benefiting from government services and outreach, the Department of Labor (DOL) should provide evidence in the form of WLMI.
- Need for WLMI to better understand how specific interventions improve outcomes for individuals in underserved communities.
- Importance of outcomes as it relates to job quality. There is compelling evidence that shows workers themselves report that a job is more than wages and employment. This should be reflected in the data that is gathered and in the outcomes that are considered when evaluations are constructed for labor market interventions at DOL and across the country.
- Need more information on scheduling practices, particularly unpredictable and irregular work schedules outside of workers' control.
- Attach skills and skill taxonomies to the unemployment insurance (UI) wage record.
- Additional data on outcome measures and the ability to merge different data sets together are particular priorities that he would like to see in future activity.

Topics posed by Dr. William W. Beach, Commission of the Bureau of Labor Statistics:

- Potential widespread implications due to the impending permanency of working from home and the increased need to understand new work data.
- The mobile workplace is rich with policy issues.

- Challenged the WIAC to rethink their mission in regards to what they should focus on over the next 20 years in order to best develop data to analyze change.

Potential Approach and Topics for Future Consideration

Proposed by Andrew Reamer, WIAC member

Hold three half-day sessions in the fall, with each devoted to a single topic chosen collectively. Each session would begin with presentations, including handouts, on the subject. The session would continue with discussion among members, and, after a break, the session would close out with collective agreement on a short recommendation to the Secretary regarding the subject.

This approach would provide the opportunity for the WIAC to provide the Secretary with additional recommendations in 2021 for his 2022 two-year plan. Any WIAC recommendations provided in 2022 could be considered only for the 2024 two-year plan. In addition to speed, advantages of this approach include creating a body of public resources useful to stakeholders and providing the opportunity to deliberate as a full Council rather than in separate subcommittees.

Once the WIAC picks three topics, each session would be organized and managed by one to three WIAC members (i.e., a temporary subcommittee).

Examples of candidate topics the WIAC might consider:

- [Skilled Technical Workforce Initiative](#), National Science Foundation (needs for WLMI)
- [National Imperative for Industrial Skills](#), U.S. Department of Defense (needs for WLMI)
- [Good Jobs Challenge](#), U.S. Economic Development Administration (needs for WLMI)
- Workforce development for [key U.S. supply chains](#), National Economic Council (needs for WLMI)
- [National Training, Education and Workforce Survey](#), NCSES, National Science Foundation (opportunity to improve WLMI)
- [Local Employer-Household Dynamics \(LEHD\) Program](#), Census Bureau (opportunity to improve WLMI)
- [Measures of worker well-being](#), Carol Graham, Brookings (opportunity to improve WLMI)
- ETA's [trainingproviderresults.gov](#) (opportunity to improve WLMI)
- [National Student Clearinghouse Research Center](#) (opportunity to improve WLMI)
- [National Labor Exchange Research Hub](#), NASWA
- [Job and Employment Data Exchange](#), U.S. Chamber of Commerce Foundation (opportunity to improve WLMI)
- Credential transparency, [Credential Engine](#) (opportunity to improve WLMI)
- Approaches to determining state and local occupations in-demand (opportunity to improve WLMI)
- Definition of the WLMI System
- New federal taxonomy on skills (opportunity to improve WLMI)
- New federal taxonomy on business functions and processes (opportunity to improve WLMI)
- Technical assistance to states on WLMI through new [ETA-sponsored Workforce System TA Collaborative](#) -- (opportunity to improve WLMI development and use)