Workforce Information Advisory Council

Previous Recommendations

November 6, 2023

Enhance Unemployment Insurance (UI) Wage Records

- Support the inclusion of occupational title, hours worked, and work site in UI wage records collected by states.

- *Recommended in January 2018 and August 2021.*

Increase Support for State and Local Information in the Workforce and Labor Market Information (WLMI) System

- Double funding for federal-state Bureau of Labor Statistics (BLS) programs and the Employment and Training Administration's (ETA) Workforce and Labor Market Information Grants to States (WIGS).

- *Recommended in January 2018 and August 2021.*

Develop/Improve Information on the Changing Nature of Work

- Pursue the regular collection and development of information that provides an understanding of the scope and volume of alternative work arrangements or other causes for the reduction in traditional workforce participation. (*Recommended in January 2018.*)

- Create a departmental working group to facilitate improvements in publicly available data and information on the changing nature of work—including trends in contingent and alternative work arrangements, the rise of remote work, and the impacts of technological change. (*Recommended in August 2021.*)

Expand Information on Occupations, Skills, and Credentials

- Increase investments in information on the workforce skill requirements of current and emerging occupations, including credential attainment and outcomes, and transferability of skills among industries and occupations.

- *Recommended in January 2018.*

Develop and Disseminate a K-12 Career Awareness Educational Framework

- Develop, disseminate, and regularly update a K-12 career awareness educational framework to address the career awareness gap and increase public understanding of career pathways and options starting at an early age.

- *Recommended in January 2018.*

Overcome Barriers to Data Sharing

- Enable greater use of WLMI for evidence-based workforce investment decision making by supporting the implementation of relevant recommendations of the Commission on Evidence-Based Policymaking.

- *Recommended in January 2018.*

Improve Consistency and Availability of Program Evaluation Data

- Improve consistency and availability of workforce program assessment and evaluation data by establishing the state WLMI unit or other unit determined by the state as the designated state entity for the provision of Workforce Innovation and Opportunity Act (WIOA) workforce program participant outcomes, performance assessments, and evaluations.

- *Recommended in January 2018.*

Create a 21st Century WLMI System Using Advanced Technologies

- Create a 21st century WLMI system based on a distributed knowledge management system that uses an open architecture/open data approach and artificial intelligence and related advanced technologies.

- *Recommended in January 2018.*

Initiate Collaboration Among WLMI System Agencies

- Initiate collaboration among WLMI system agencies by directing ETA and BLS to convene a gathering of representatives from federal and state programs that contribute information essential to a well-functioning workforce and labor market information system, as authorized by Congress.

- *Recommended in January 2018.*

Support National Secure Data Service (NSDS)

- Support immediate action to establish an NSDS.

- Articulate the key principles that must be adhered to in the design of the NSDS.

- Publicly commit to the Department of Labor's (DOL) engagement with the newly established NSDS.

- *Recommended in May 2022.*

Support Connection between Workers and Work

- Author a plan for improving DOL-supported data on job openings based on input from the trade associations representing state WLMI agencies (LMI Institute, National Association of State Workforce Agencies (NASWA)).

- Obtain state agency input through NASWA regarding how DOL can best provide UI grant funding to expand state capacity to gather and effectively use current, reliable UI data in support of UI claimants finding new work.

- Prepare a report identifying public and private data sources with the potential to build evidence regarding workers' experiences and challenges in seeking and finding new jobs and suggesting options for DOL agencies to use these data sources to help address barriers that workers experience.

- *Recommended in May 2022.*

Expand Information on Labor Force Participation

- Invest in in-depth qualitative research to identify, update, and refine understanding of the reasons why individuals leave the labor force and why they remain out of the labor force.

- Engage in stakeholder discussions to identify gaps in existing labor market information that impede our understanding of labor force participation.

- Direct BLS to publish additional demographic data from the existing Current Population Survey (CPS) about individuals who are nonparticipants but indicate that they want to work.

- Direct BLS investigate opportunities to expand the data that can be published about reasons for nonparticipation that are collected and categorized under "Other."

- *Recommended in January 2023.*

Expand Information on Labor Force Participation (cont.)

- Explore opportunities to expand the questions in the CPS or supplemental surveys to capture additional details about labor force nonparticipation, particularly for individuals who report that they want a job.

- Fund efforts to assemble a data system focused on answering questions about labor force nonparticipation.

- Direct BLS to consider increasing the CPS sample to provide greater coverage at the state level so that states may leverage the benefits of the survey as it currently stands as well as the new questions to address labor force nonparticipation.

- *Recommended in January 2023.*

Promote WLMI-Driven Marketing and Outreach Strategies

- Provide UI filers (not just recipients) with information on job postings, training, and the location of American Job Centers (AJC) (with perhaps even a contact name at the AJC).

- Utilize existing WLMI to implement focused marketing strategies to reach those individuals who may be unemployed but have not filed for UI and provide them with information on jobs, training, and the availability of the AJC's and the services they offer. Similar marketing efforts should also be developed to target individuals with disabilities, with a special emphasis to connect them with AJCs so they can have access to the wide range of services an AJC can provide.

- *Recommended in January 2023.*

Promote WLMI-Driven Marketing and Outreach Strategies (cont.)

- Encourage apprenticeship and training agencies within the states to work with unions and trade schools to promote apprenticeship opportunities and trade school curriculum that can lead to lucrative careers.

- Encourage AJCs to utilize social media or other non–traditional means to conduct marketing and outreach of WLMI to reach populations that may not be responsive to traditional outreach efforts.

- Conduct marketing and outreach activities specifically targeted to promote how workforce agencies can use WLMI with employers to enhance their recruitment, hiring, and retention.

- *Recommended in January 2023.*

Promote Use of WLMI in U.S. Industrial Policy

- Create and regularly update a comprehensive list, by federal department and agency, of industrial policy efforts that depend on WLMI provided by DOL.

- Take steps to ensure that the agencies responsible for these efforts are fully aware of DOL's WLMI resources and how to access and use them.

- On a regular basis, gather requests from these agencies for improvements in WLMI that would enhance the effectiveness and efficiency of their efforts to promote the ability of U.S.-based industries to compete in global markets.

- *Recommended in January 2023.*

U.S. Department of Labor Responses to WIAC Recommendations

U.S. Department of Labor Menu of Priorities

Menu of Priorities

- Using data more effectively to advance key policy goals

- Identifying opportunities for and overcoming barriers to increased data sharing

- Improving access to and presentation of data for customers

- Expanding and improving the currency and relevance of data on skills