

Workforce and LMI System Subcommittee

Report to the Workforce Information Advisory Council

Submitted June 9, 2017

The Workforce and Labor Market Information System (WLMIS) Subcommittee of the Workforce Information Advisory Council (WIAC) is established to address Opportunity #6 as identified by the WIAC:

Enhancing statistical agency collaboration, data sharing, and budgetary resources to enable the WLMIS to more effectively and cost-efficiently respond to user needs.

This report describes the Subcommittee's consensus view of its role and activities. In summary:

- 1) The Subcommittee aims to enhance the ability of the WLMIS to productively respond to data user needs, particularly those identified by the other WIAC subcommittees.
- 2) As an initial activity, the Subcommittee will create a guide to the WLMIS for use by stakeholders. Steps include:
 - a) Identify federal and state statistical agencies that provide workforce and labor market information (WLMI).
 - b) Within the various federal agencies, identify individual WLMI programs and a point of contact for each.
 - c) Identify nationwide organizations that can serve as effective conduits to state LMI and education data programs.
 - d) Identify non-governmental organizations that can serve as WLMIS subject matter experts.
 - e) Create and make available a guide to WLMIS programs.
- 3) The Subcommittee will conduct a reconnaissance on several subjects concerning the capacity of the WLMIS to respond to data user needs.
- 4) Longer term, the Subcommittee will select and pursue objectives that support "demand side" priorities adopted by the WIAC.

The Subcommittee's roles and activities are discussed in more detail below:

1) The Subcommittee aims to enhance the ability of the WLMIS to productively respond to data user needs, particularly those identified by the other WIAC subcommittees.

In general, the Subcommittee will seek to improve the capacity of the "supply side" of the WLMIS to be responsive to the "demand side." In particular, the Subcommittee will choose priority activities that support the priorities of the other three WIAC subcommittees. The Subcommittee also will serve as an information resource to the other subcommittees regarding the status of and points of contacts for individual federal, state, and non-government data sources.

2) As an initial activity, the Subcommittee will create a guide to the WLMIS for use by stakeholders.

The steps in this process are:

a) Identify federal and state statistical agencies that provide workforce and labor market information (WLMI).

Agencies with a central mission to provide WLMI include:

- Federal agencies
 - Bureau of Labor Statistics (BLS)
 - Employment and Training Administration (ETA)
 - Census Bureau
 - National Center for Education Statistics (NCES)
 - National Center for Science and Engineering Statistics (NCSES)
- State agencies
 - Labor market information (LMI) agencies
 - Education agencies

A number of other federal agencies—such as the Internal Revenue Service, the Equal Employment Opportunity Commission, and the Administration for Children and Families—also have data resources pertinent to workforce and education.

b) Within the various federal agencies, identify the WLMI programs and a point of contact for each.

Examples of federal WLMI programs, by agency, include:

- BLS
 - Federal-State Cooperative Programs
 - Occupational Employment Statistics (OES)
 - Current Employment Statistics (CES)
 - Quarterly Census of Employment and Wages (QCEW)
 - Local Area Unemployment Statistics (LAUS)
 - Employment Projections
 - Current Population Survey (CPS)
 - Business Employment Dynamics (BED)
 - Job Openings and Labor Turnover Survey (JOLTS)
 - National Compensation Survey (NCS)
 - Occupational Requirements Survey (ORS)
- ETA
 - Workforce Information Grants to States (WIGS)

- Workforce Data Quality Initiative Grant Program (WDQI)
- Occupational Information Network (O*NET)
- State WLMIs Consortia
 - Projections Managing Partnership (PMP)
 - Analyst Resource Center (ARC)
 - Local Employment and Wage Information System (LEWIS)
 - National Crosswalk Service Center (NCSC)
- Office of Unemployment Insurance
- Census
 - American Community Survey (ACS)
 - Current Population Survey (CPS)
 - Center for Economic Studies data products
 - Longitudinal Employer-Household Dynamics (LEHD)
 - Business Dynamics Statistics (BDS)
 - Longitudinal Business Database (LBD)
 - Economics Directorate data products
 - County Business Patterns (CBP)
 - Non-employer Statistics
 - Statistics of U.S. Businesses (SUSB)
 - Center for Administrative Records Research and Application (CARRA)
- National Center for Education Statistics
 - Adult Training and Education Survey (ATES)
 - Integrated Postsecondary Education Data System (IPEDS)
 - Common Core of Data (CCD)
 - Baccalaureate and Beyond
 - Statewide Longitudinal Data Systems Grant Program (SLDS)
- National Center for Science and Engineering Statistics
 - National Survey of College Graduates

c) Identify nationwide organizations that can serve as effective conduits to state LMI and education data programs.

Possibilities include:

- State LMI agencies
 - LMI Institute
 - LMI Committee of the National Association of State Workforce Agencies (NASWA)
- State education agencies
 - Education Commission of the States
 - State Higher Education Executive Officers Association (SHEEO)

d) Identify non-governmental organizations that can serve as WLMIS subject matter experts.

A substantial number of organizations have missions and subject matter expertise in the realm of WLMIS capacity and so would be useful to the WIAC. Examples of organizations include:

- American Institutes for Research
- Center for Education and the Workforce, Georgetown University
- Center for Education and Workforce, U.S. Chamber of Commerce Foundation
- Council for Community and Economic Research
- Institute for Higher Education Policy
- New America Foundation
- Postsecondary Data Collaborative
- Workforce Data Quality Campaign

e) Create and make available a guide to WLMIS programs.

Using the information gathered through the previous steps, the Subcommittee would create a WLMIS program guide as a public resource and reference—for use by the WIAC and its host agencies, WLMIS agencies more broadly, the Office of the Secretary of Labor, state agencies, and other stakeholders as appropriate. The guide would be available on the WIAC website and updated on a regular basis.

3) The Subcommittee will conduct a reconnaissance on several subjects concerning the capacity of the WLMIS to respond to data user needs.

The Subcommittee will carry out a reconnaissance on several topics expected to be of importance to the WIAC and the operation of the WLMIS. Once the three other WIAC subcommittees identify their respective priorities, the WLMIS Subcommittee will be in position in turn to select priorities that will best support the others.

The preliminary list of subjects for reconnaissance includes:

- Administrative records – potential for improvements in quality and utilization of federal and state records
- Data sharing
 - Potential for improvements between:
 - Federal agencies – in particular, data synchronization (authorization for Census and BLS to synchronize their business registers)
 - Federal and state agencies
 - States
 - Agencies in a single state
 - Federal regulation of data sharing, including Family Educational Rights and Privacy Act (FERPA), Confidential Information Protection and Statistical Efficiency

Act (CIPSEA), and the congressional prohibition of national student unit record database.

- Roles of legal counsels in facilitating or impeding data sharing
- IT advances in data capture (e.g., autocoding)
- Non-government data resources with relevance to the WLMIS such as:
 - National Student Clearinghouse
 - Credential Engine
 - National Labor Exchange (NLx, co-sponsored by NASWA)
 - Burning Glass, Indeed, Help Wanted Online, and similar organizations that provide access to job postings information
 - Job Profiles Repository (proposed by U.S. Chamber of Commerce Foundation)
 - Firms with Big WLMI, such as LinkedIn and Glassdoor

4) Longer term, the Subcommittee will select and pursue objectives that support “demand side” priorities adopted by the WIAC.

As suggested earlier, in one sense the other subcommittees are the Subcommittee’s “customers.” After those subcommittees identify their priorities, the WLMIS Subcommittee will be able to select a set of focused, in-depth efforts that best support those efforts.

Andrew Reamer, Chair
Bruce Ferguson
Cynthia Forland
Bruce Madson
Ken Poole, LMI Institute, ex-officio