

# Workforce Information Advisory Council

## Summary of Virtual Meeting

### September 8 – 10, 2020

### 1:00 PM – 5:00 PM ET

The Workforce Information Advisory Council (WIAC) was convened for a virtual meeting at 1:00 PM on Tuesday, September 8, 2020. The Council was convened pursuant to Section 308 of the Workforce Innovation and Opportunity Act of 2014 (WIOA) (Pub. L. 113-128), which amends section 15 of the Wagner-Peyser Act of 1933 (29 U.S.C. § 491–2) and in accordance with the provisions of the Federal Advisory Committee Act (FACA), as amended (5 U.S.C. App.) and its implementing regulation at 41 CFR 102-3.

Mr. Steven Rietzke, Chief, Division of National Programs, Tools, and Technical Assistance (DNPTTA), Employment and Training Administration (ETA), U.S. Department of Labor (DOL) and Designated Federal Officer (DFO) for the Council, convened the meeting. The entirety of the three meeting days were open to the public and concluded at 5:00 PM on Thursday, September 10, 2020.

#### **In Attendance:**

#### **Members of the Workforce Information Advisory Council**

Bruce Madson, Ohio Department of Job and Family Services (Chair)

Thomas Anderson, Wellons Land Company and Arkansas Workforce Development Board

Debbie Carlson, Texas Workforce Commission

Alicia Crouch, Kentucky Community and Technical College System

Alexandra Hall Bovee, Colorado Department of Labor and Employment

Adrienne Johnston, Florida Bureau of Workforce Statistics and Economic Research

Dean Jones, Greenville County Workforce Development Board

Chelsea Mason, International Association of Machinists & Aerospace Workers District 751

Jason Palmer, Michigan Department of Technology, Management and Budget

Andrew Reamer, George Washington Institute of Public Policy

Jennifer Zeller, Georgia Power

#### **Members of the Council Not in Attendance**

Daryl Bassett, Arkansas Department of Workforce Services

### **Invited Speakers**

John Pallasch, Assistant Secretary, ETA

William Beach, Commissioner, Bureau of Labor and Statistics (BLS)

George Putnam, LMI Director, Illinois

Diana Barrett, Assistant Director, Research and Analysis, Indiana Department of Workforce Development

### **Staff**

Steve Rietzke, Chief, DNPTTA, ETA (DFO)

Ken Robertson, BLS

Don Haughton, ETA

Cynthia Forland, Forland Consulting

Pam Frugoli, ETA

Annette Summers, The GA Team

Lauren Fairley, ETA

Sheila Crowley, The GA Team

Julie Hatch, BLS

Torrie Nickerson, The GA Team

Rebecca Rust, BLS

Betsy Roberts, The GA Team

### **Members of the Public Offering Comments or Called Upon to Address the Council**

Kyle Albert, George Washington Institute of Public Policy

Gigi Jones, National Science Foundation

Marty Romitti, LMI Institute

### **Others Attending for All or a Portion of the Meeting**

Jennie Allison, CREC LMI Institute C2ER

Kevin Reuss, ETA

Kathryn Branson, Ulman Public Policy

Neil Ridley, ETA

Tom Gallagher, Retired

Tiera Robinson, Board of Certified Safety

Marcia Havens, Job Service North Dakota

Professionals Foundation

Leslie Hirsch, New Jersey Department of Labor &  
Workforce Development

Christopher Robison, Nevada Department of  
Employment, Training and Rehabilitation

Douglas Holmes, UWC Inc.

Allison Stersic, North Carolina Department of

Aveana Jackson, Columbus Consolidated

Commerce, Division of Workforce Solutions

Governemnt, Job Trianing Division

Robert Viegas, ETA

Sarah Johnson, ETA

Kim Vitelli, ETA

CeCe Moreno, Employment Services of Weld  
County

Melissa Welker, ed2go

Amanda Poinier, ETA

TingTing Zhang, Merimack College

## Day One Proceedings: September 8, 2020 1:00 PM ET

### Welcome, Introductions and Housekeeping

**MR. RIETZKE** convened the meeting of the Workforce Information Advisory Council (WIAC). He congratulated the new members, welcomed returning members, and provided opening remarks on the agenda for the first day.

The Council members introduced themselves, and **MR. RIETZKE** asked the public attendees to introduce themselves in the chat window. **MR. RIETZKE** informed the group that **Bruce Madson** will serve as Chair for the Council. Mr. Madson is not able to join the first part of the meeting, but will join the Council later in the day. **MR. RIETZKE** indicated there are two vacant seats on the Council that they are actively working to fill.

**MR. RIETZKE** provided key background information for the Council members. He described the importance of labor market information (LMI) and the enormous impact it has on the decisions made by individuals, educational institutions, businesses, and government as it relates to education, training, curriculum, and the job market. **MR. RIETZKE** emphasized how the current pandemic has posed new questions and new interests as it relates to how LMI is used to support reemployment efforts.

**MR. RIETZKE** provided historical context of the Workforce Innovation and Opportunity Act (WIOA) regulations and the Wagner-Peyser Act. He explained how WIOA is the foundation for all things revolving around LMI and data. He shared that the themes, goals, and objectives that have been defined by WIOA are still relevant. **MR. RIETZKE** concluded this section by underlining the larger context of using LMI (local, state, and national) to improve the functionality of labor markets and to better target the allocation of federal workforce development funds.

### Review of WIAC Charter and Two-Year Plan

**MR. RIETZKE** briefed members on pertinent information from the WIAC Charter. He stated that the Council's charge is to provide recommendations to the Secretary of Labor for improving the nationwide workforce and labor market information (WLMI) system.

**MR. RIETZKE** further explained the Two-Year Plan for WLMI as the vehicle for providing improvement recommendations to the Secretary of Labor, as well as how WIAC will accomplish the objectives. He confirmed that WIOA requires the Secretary of Labor, through ETA and BLS, to develop a two-year plan for WLMI in order to improve systems. WIAC recommendations are a key input to this plan.

**MR. RIETZKE** referred to a slide presentation outlining the Two-Year Plan. He shared that Congress is the primary audience for the plan. **MR. RIETZKE** stated that if recommendations have budget implications, we cannot assume that Congress will give additional appropriations.

### Review of Previous WIAC Work

Members of the previous iteration of the WIAC: **MS. FORLAND**, **MS. MASON**, **DR. REAMER**, and **MS. ZELLER** provided historical context of previous WIAC work to lead the next discussion.

As part of this discussion, **MR. RIETZKE** shared the *2018 Recommendations to Improve the Nation's Workforce and Labor Market Information System* document with the group. These recommendations were as follows:

- Enhancement of UI Wage Records: Inclusion of additional data, including occupational title, hours worked, and work site
- Secretary to Increase Investment
- K-12 Career Awareness Framework: An idea for DOL to wade into the K-12 space through occupational information and career pathways
- Develop Information on Changing Nature of Work: The impact of automation, robotics, independent contractors working for Uber, reduction in traditional workforce participation, etc.
- Funding Recommendation Specifics: Increase support for state and local information in the WLMI system
- Overcome Barriers to Data Sharing
- Improve Consistency and Availability of Program Evaluation Data
- Create a 21<sup>st</sup> Century WLMI System Using Advanced Technologies
- Initiate Collaboration Among WLMI System Agencies

## Leadership Remarks from Guest Speakers

**MR. RIETZKE** introduced Mr. John P. Pallasch, ETA Assistant Secretary and Dr. William W. Beach, BLS Commissioner as the next speakers for the meeting.

**John P. Pallasch, ETA Assistant Secretary** expressed his thanks to the members of the WIAC and his excitement for the talent assembled on the Council. **MR. PALLASCH** noted the important role of the Council during this challenging time of COVID-19 and beyond. He posed the question: "What does re-opening look like and what does re-structuring the economy look like?" He encouraged the Council to see not just the flaws that COVID-19 has uncovered in their workforce systems, but also the many opportunities for improvement. He encouraged the Council members to provide insight into their challenges as this will help ETA understand the needs of local partners and ensure the workforce restarts as quickly as possible.

**William W. Beach, BLS Commissioner** echoed the many sentiments that **MR. PALLASCH** addressed. He outlined how we are not over this crisis, but we are clearly in the process of restructuring labor and other economic markets. COVID-19 is leaving economic changes (some problems, some opportunities) in its wake. **DR. BEACH** explained that while internet, email, and telephone data collection have always been in place, the labor market staff added video as a method for data collection. Additionally, despite all the challenges, data publishing has continued to be on schedule and on budget, every single week, and must continue this way. **DR. BEACH** emphasized the importance of bringing back daily and weekly conversations with people on the ground, who are collecting data and following normal operating procedures. Conversations are essential and one cannot accomplish labor market planning without it.

**DR. BEACH** concluded by stating that the information captured by the people on the ground is priceless, and that information becomes digested by the Secretary of Labor, leading to a better understanding of state and local labor markets.

**MR. RIETZKE** thanked **MR. PALLASCH** and **DR. BEACH** for their time and informative remarks.

## Roundtable Discussion: Unmet Data Needs

**MR. RIETZKE** introduced former WIAC Chair, **Cynthia Forland, Forland Consulting**, to lead the next discussion on unmet data needs. **MS. FORLAND** summoned Council members to share their thoughts and ideas on how to improve LMI programs/products, their unmet data needs, and how the pandemic is affecting their economies.

The brainstorming list of needs is included in the minutes as Appendix A.

Following the roundtable discussion, the Council recessed for the day.

## Day Two Proceedings: September 9, 2020 1:00 PM ET

**MR. RIETZKE** reconvened the meeting at 1:00 PM with introductory remarks about the day's agenda. **MR. MADSON** offered introductory remarks and shared that he is looking forward to today's dialogue.

### Coleridge Initiative Administrative Data Research Facility (ADRF)

**MR. RIETZKE** introduced George Putnam, LMI Director, Illinois and Diana Barrett, Assistant Director, Research and Analysis, Indiana Department of Workforce Development as today's first speakers.

**George Putnam, LMI Director, Illinois** shared that he would be presenting on the work under the Administrative Data Research Facility (ADRF), specifically the Midwest Regional Collaborative. The main goal of this program is to develop data products that fill in information gaps that are focused on local issues with implications on a national level. **MR. PUTNAM** stressed the importance of regional collaboration within ADRF in order to understand that states and regions share economic challenges and understand that the labor market is greater than state boundaries.

**MR. PUTNAM** shared his screen with the Council to provide a demonstration of the Illinois ADRF UI Claimant online tool. **MR. PUTNAM** shared multiple views, including the county map, the demographic information graph, week-by-week changes, county differences, and industry views. **MR. PUTNAM** focused on the timeframes of pre-COVID, the initial stay at home orders, and during COVID. **MR. PUTNAM** concluded by stating that this tool not only can offer a better understanding of the composition of the pool of claimants, but it can help us understand how to better serve the claimants. He expressed that this information should be shaping the local WIOA training plans as this information tells a story for each industry.

**Diana Barrett, Assistant Director, Research and Analysis, Indiana Department of Workforce Development** shared her experience participating in ADRF in Indiana. **MS. BARRETT** outlined the key benefits as a state and medium-sized LMI shop. Some of these benefits include the ability to upskill staff through training, knowledge transfer, quick access to already processed data, and business development. She shared optimism that the ADRF UI Claimant online tool will help with strategic employers and developers in the future, as the data allows them to have a more accurate picture of where Indiana's workforce stands. **MS. BARRETT** concluded by stating that their hope for the online tool is to be a channel that can inform policy and decisions, as well as serve as a direct link for reemployment. Indiana is happy and proud to be a part of this program.

**MR. RIETZKE** thanked **MR. PUTNAM** and **MS. BARRETT** for their time with the Council.

## Discussion on Available LMI Resources for WIAC

**MR. RIETZKE** introduced Julie Hatch, BLS, for the presentation on LMI Resources.

**Julie Hatch, BLS** outlined the established programs which measure jobs: Quarterly Census of Employment and Wages (QCEW), Business Employment Dynamics (BED), Current Employment Statistics (CES), Job Openings and Labor Turnover Survey (JOLTS), and Occupational Employment Statistics (OES). **MS. HATCH** then outlined household programs: Current Population Survey (CPS) and Local Area Unemployment Statistics (LAUS). Lastly, she outlined the projections program: Employment Projections are based on a combination of sources (OES, CPS, CES).

**MR. RIETZKE** thanked Ms. Hatch and introduced Pam Frugoli, ETA to present.

**Pam Frugoli, ETA** shared a slide presentation, *“Workforce Data from the Employment and Training Administration”*, and introduced LMI resources, O\*NET and CareerOneStop, to the Council. O\*NET covers work conducted in the US economy for 900+ occupations. The O\*NET Resource Center is a site for researchers and web developers, where the characteristic information is qualitative, while BLS provides quantitative information. **MS. FRUGOLI** outlined O\*NET’s occupation descriptions in terms of these variables: knowledge, skills, abilities, tasks, work activities, and work context. She explained that O\*NET information is used by job seekers, students, employers, and more. The information can also be delivered through state websites and private career and job search sites. Moving onto the next electronic tool, CareerOneStop, **MS. FRUGOLI** described the tool as a compilation of data sources highlighting unique certifications, federal and state licenses, and industry profiles and data.

**Mr. Rietzke** continued the LMI resource presentation by speaking about *Eligible Training Provider Data*, otherwise known as the scorecard. **MR. RIETZKE** shared his screen with the Council, allowing them to view the website that has yet to be launched. The site will allow job seekers to see training provider outcomes, while allowing individuals to see the outcomes people experience at the program level of study. **MR. RIETZKE** displayed examples of data that is expected to be available on the site: enrollment numbers, potential earning rates, etc. **MR. RIETZKE** informed the group that they can expect a proper demonstration at a future WIAC meeting.

**MR. RIETZKE** then switched topics to explain Workforce Information Grants to States (WIGS) and Workforce Data Quality Initiative grants (WDQI grants). ETA is the program office for WIGS. These grants are set at about \$32 million. The core of the funds is for states to develop employment projections following a uniform procedure. **MR. RIETZKE** next defined WDQI grants as competitive grants to support states in developing and enhancing longitudinal data systems that contain information on individuals as they progress through education and into the workforce. The goal is to match education data under the state wide longitudinal data systems funded by the US Department of Education with workforce data. **MR. RIETZKE** concluded by sharing a portion of the DOL website: Workforce Performance Results. This website allows individuals to view by geography, outcomes, completion rates, and earnings outcomes.

## Plotting the WIAC Course Forward: How to Improve LMI at the National, State, and Local Levels

**MR. MADSON** led the Council through a detailed discussion regarding the course forward for WIAC. He prompted the group to consider building upon the efforts of the previous WIAC and/or creating a new path forward based upon

today's need for expansion of capabilities of the system. **MR. MADSON** shared some groupings of yesterday's thoughts into categories. **MR. MADSON** prompted the members to share their priorities.

The resulting categories, suggested approaches, and priorities are included in the minutes as Appendix B.

Following the discussion, the Council recessed for the day.

## Day Three Proceedings: September 10, 2020 1:00 PM ET

**MR. RIETZKE** reconvened the meeting at 1:00 PM with introductory remarks about the day's agenda.

**MR. MADSON** indicated that there is consensus to build upon the initial WIAC's work and to modify those plans based upon current needs.

### Group Discussion on WIAC's Direction

**MR. MADSON** facilitated the group discussion on WIAC's direction. He reviewed the first WIAC iteration process and key priorities.

The list of priorities from the WIAC Direction is included in the minutes as Appendix C.

**MR. MADSON** indicated that the Council should think about how we can use the focus of the LMI institute to inform our discussion going forward.

### Public Comment Section

Moving to the public comment section, **MR. RIETZKE** announced that he had received four requests to address the Council, one of which, Scott Cheney with Credential Engine, could not be present. Mr. Cheney sent his presentation in advance and the presentation will be sent to the Council via email.

**MR. RIETZKE** welcomed Kyle Albert from the George Washington Institute of Public Policy to address the Council.

**Kyle Albert, George Washington Institute of Public Policy** presented on the Non-Degree Credentials Research Network (NDCRN) Project and described the research network's interest in certifications, licenses, certificates, and micro degrees. He stated that the network was a recipient of a Lumina Foundation Grant that ends in February of 2021, after which they will be making a final report on non-degree credentials. **MR. ALBERT** informed the Council that a draft of the final report is in review. They use micro data provided by the federal government, but there are still some blind spots in non-degree credential data, such as the type of credentials that have an impact on one's career outcome. **MR. ALBERT** concluded that his network would be pleased to connect the Council to researchers who are working on interests the group might have. He also reminded policy makers that GWIPP is always interested in finding grants for research.

**MR. RIETZKE** opened the floor for comments and questions for **MR. ALBERT**. **DR. REAMER** asked who the federal participants are in the NDCRN. **MR. ALBERT** replied that the federal participants are listed in the document he put together for the Council today and it will be available afterwards.

**MS. ZELLER** inquired about how the data informs companies on the value of credentials. **MR. ALBERT** stated that there has not been an emphasis on employers or how much employers value credentials.

**MR. ROBERTSON** emphasized his own business statistic focus, and expressed curiosity over the growing interest in hiring for skills versus degrees.

**MR. RIETZKE** thanked Mr. Albert and welcomed Gigi Jones of the National Science Foundation to address the Council.

**Gigi Jones, National Science Foundation** shared her own slide presentation with the group on the National Training Education and Workforce Survey (NTEWS). **MS. JONES** explained that she was privy to joining the meeting 30 minutes prior and she recognized terms and goals from the Council that overlap with topics that the National Center for Science and Engineering Statistics (NCSES) is investigating. She elaborated on NCSES and how it is 1 of 13 federal statistical agencies with a specific focus on science and engineering data enterprise. Their goal is to expand data collection. **MS. JONES** described a collaboration with the University of Virginia, in which they explore administrative data inventory at a national level. She is happy to share the web link after her presentation. **MS. JONES** elaborated on survey development, workforce research, and evaluation and advancement efforts. 2021 NTEWS survey content will focus on the workers perspective only, and she describes the target population, rotational design, and the sampling frame. **MS. JONES** concluded that data will be out by the end of 2022, and the overall goal of this presentation was to bring awareness to the NTEWS collection that would potentially be complimentary to WIAC efforts.

**MR. RIETZKE** opened the floor for comments and questions for **MS. JONES**.

**MS. MASON** commented that this is interesting from a union perspective, and similarly, from a labor perspective as they try to differentiate the type of work experience programs. She asked if the NTEWS differentiates between the type of work experience programs (full time, paid internship, etc.). **MS. JONES** stated that the NTEWS currently does not differentiate between the type of work experience programs. They are careful to balance survey fatigue from their survey respondents.

**DR. REAMER** asked **MS. JONES** to describe to the Council, the relationship between this survey and the National Survey of College Graduates (NSCG), as well as how both surveys are used by NSF. **MS. JONES** responded stating that NSCG focuses on a bachelor's degree or above, which is a very similar structure to the NTEWS. The long-term goal and hope is that these two surveys will merge into one. NSCG has been used to define the science and engineering workforce. We want to understand the gap of education for training.

**MR. ROBERTSON** addressed **MS. JONES** in referencing the cohorts for the NTEWS (every other year). He asked what is the NTEWS trying to capture over time from these people and what is the goal. **MS. JONES** responded, stating that the goal is to uncover any patterns across the years like employment status, for example.

**MR. RIETZKE** thanked Mr. Jones and welcomed Marty Romitti of the LMI Institute to address the Council.

**Marty Romitti, LMI Institute** began his presentation by sharing a slide presentation, "Glossary." **MR. ROMITTI** thanked the Council and shared that the 2018 report was so helpful to the LMI Institute and the association's clients. It was a great tool to communicate the value of data to the customer. This information does reach Congress through the work the Institute does, through legislation. He informed the members that the LMI Institute is a nonprofit based in Arlington, VA and they do a lot of consulting with federal agencies, states, regions, and localities across the

country. **MR. ROMITTI** further explained the several thousand data translators the Institute employs, across their 6 networks. He shared that since the 2018 report was published, the Institute has completed a dozen workforce data collections and found a need for end user data translation. Specifically, during COVID-19 there are questions on inclusiveness and who is getting a job.

**MR. RIETZKE** opened the floor for comments and questions for **MR. ROMITTI**.

**DR. REAMER** asked how many states belong to the LMI Institute. **MR. ROMITTI** responded that there are 54 members, not all of which can be broken down by state. **DR. REAMER** posed another question about when the LMI Institute shifted and became independent. **MR. ROMITTI** explained that the LMI Institute became independent in 2006.

## Continued Group Discussion on WIAC Direction and Next Steps

### Next Steps

The Council discussed the following next steps to best move their priorities forward:

- Provide a survey to Council members that will allow them to identify the key issues they believe are most important for further exploration. The survey will include both former and new recommendations, providing an opportunity to share the following:
  - I think this is important and should stay
  - I think this new recommendation is more important
  - Identify subjects that need more information for informed discussion
- Council members agreed to think about areas where they would like to form workgroups.

**MS. ZELLER** agreed to work with **MR. MADSON** on creating a working document for the members that outlined the key priorities and recommendations.

The Council then discussed scheduling future meetings and the best way to structure them virtually. The Council expressed their interest in dividing into subcommittees. **MR. RIETZKE** confirmed that the staff will follow-up to schedule the next meeting.

**MR. RIETZKE** expressed his appreciation to the Council, the staff, the leadership at the ETA and BLS, and to the public for their participation and insight for this meeting.

**The meeting was adjourned.**

## Appendix A. Roundtable Discussion: Brainstorming List of Unmet Data Needs

The Council brainstormed a listing of unmet data needs. A summary of these unmet needs are as follows:

- Existing data sets and rising data sets: LMI offices have been in declining funds since 2002, however, the expectation of being proficient and advising others on the use of data has only grown during this time. Local areas turn to their LMI shops to do local analysis.
- Competency-based training and education: more focus on taking certification tests. A relationship between skills and testing.
- There will be tremendous focus on changes to infrastructure to state's unemployment system in the next months/years. This is an opportune time to raise these issues to ensure states modernize to include enhanced capabilities to collect wage information.
- Employer provided training is important. Employers are critical investors in training. The government needs information on who is doing training.
- Consistent data across the nation in counties and MSAs.
- Connection between LMI and other areas of data and workforce. Some states are very well integrated and some are not. Silos are a barrier for the state level and filters to the local level.
- Intentionality around connections would be very valuable to the system.
- Skills and occupational taxonomy: supply and demand situation within a state. Getting parties to agree on crosswalk between CIP and SOC.
- SOC and NAICS codes: users want these updated more often – currently done only once in 10 years.
- Better wage data in terms of higher wage level – currently collected through threshold.
- Occupational detail on statistics.
- The Coleridge initiative to tie post and pre unemployment data together. Can help address previous WIAC goals of getting data for local areas.
- More information on new and emerging occupations.
- Economic and Federal Reserve office information.
- This is such a good time to engage employers and get state unemployment systems on board.
- Wage data is very important. They compare where public infrastructure is to see where accessible.
- New data from pandemic unemployment assistance program – whole category of people that were not covered in the past.
- With the pandemic, there is a huge demand to show job openings and to show real time, meaningful data.
- How employers can find workers in this virtual world.

## **Appendix B. Plotting the WIAC Course Forward: Brainstorming list of categories, suggested approaches, and priorities for improving LMI at the national, state and local levels**

The following list includes categories for improvements, compiled from brainstorming discussions:

Demands for Increased Capabilities: A review of the timeliness and granularity from data produced. Look at producing more localized data on a faster timeline.

Data Sets: Understanding the additional data that is available for LMI to incorporate.

Skills: Making the connection to occupational supply and demand data. Understanding the necessary skillsets, and how to apply skills data to labor market understanding.

COVID Impacts and Issues: There are new issues that were not present in the first WIAC, such as remote work, remote training capabilities, and potential for additional challenges from pandemic unemployment systems programs. Identifying how employers are recruiting and selecting in a virtual environment, as well as understanding how states and policies are supporting expansion in these directions.

Training Programs: Identifying if there are ways the WIAC can support training programs.

The Council brainstormed ideas for beginning the path forward. The suggestions were as follows:

- Review the Two-Year Plan to determine the progress that was made on key priorities.
- Review the Two-Year Plan to determine focus areas the Council would like to build into a new two-year plan.
- Determine areas where the Council would like more information, recognizing there are numerous people/organizations that can provide helpful data. Would like to get a better understanding of the data that local and state workforce boards need.
- Identify where we can expand priorities, based on new data that has been discussed throughout this meeting.
- Review how we capture demographics, recognizing that the individuals who need help during the pandemic are different than the individuals that needed help six months ago.

## Appendix C. WIAC Direction and a Refined List of Priorities

### Identification of Key Priorities of Focus

Council members identified key priorities from the Two-Year Plan that they would like to build upon and modify, based on current needs. These priorities are as follows:

- Informing career decisions of students and adults
- Aligning workforce investments with industry need
- Understanding the characteristics of the workforce
- Determining the effectiveness of education and workforce programs
- Making workforce and labor market more useful and relevant
- Enhancing government data sharing

Council members then identified additional areas of focus in the current environment. These priorities are as follows:

- Funding
  - The lack of resources for data collection activity, as well as the lack of flexibility play a role
  - Investing in states needs to be a priority
  - There is a need for additional capacity for states to aid with the translation of data
  - Flat funding continues to be a challenge
  - Many have had to curtail activity at the state level to provide technical assistance
- Access to Data/Collaboration
  - Data sharing and synchronization
  - There is concern that silos are interfering with the ability to access available administrative data and the ability to better understand the labor markets
  - Laws and rules are limiting the access of data for some organizations
  - There is a strong need for coordination; there is momentum to support collaboration of data
  - Look into the expansion of machine-readable data that can allow other resources to build on access to available data
  - Consider nontraditional purposes for data: health, children services, and other policy areas that are trying to understand effective policy in their respective worlds
  - Machine-readable data and cataloging of data that is available
- Data Quality
  - Data quality includes, but is not limited to, the following concepts:
    - Maintenance and updates to state estimates
    - Classification systems
    - New data potentially
    - Occupational time series
    - Better data at the local level
    - Understanding difficulties with the sampling
    - Using other methodologies and ways to get estimates for more localized data
  - A focus on the over-centralization of data at the federal level (collection silos)
  - Look at opportunities to improve and promote two-way data sharing

- Laws still need to be changed at the federal level to allow BLS and Census to share more equally
- Use of Data
  - There is a need for both easily understandable data and better training for users
  - There is a need for new tools and more apps to make the data more accessible to typical users
  - Ensuring we have existing training support to assist areas to keep trained workforce
- Data Gaps and Research Needs
  - Correlate different data sets to understand relationships between multiple and statistical data sets
  - New data is needed: related to benefit and conditions
  - New economy: future of work, contingent workforce, gig economy, how many individuals are working in these contingent jobs. Working from home and issues that have risen because of the pandemic
  - Supply and demand: career pathways, job gaps, skills needed for occupation. Adequate data, return on investment for workforce investments, and data and cost for data producers
  - UI wage records
  - Reflective of the time
  - See more data from worker surveys
  - More OES
  - Deficiency in ability to use UI wage records because of lack of information
  - Need for stronger and clearer crosswalks
  - Federal data strategy

## Appendix D. Web Links Shared During the WIAC Meeting

WIAC Meetings and Documents

<https://www.dol.gov/agencies/eta/wioa/wiac/meetings>

Credential Engine

<https://credentialengine.org/>

United States Census Bureau: Experimental Data Products

<https://www.census.gov/data/experimental-data-products.html#>

Federal Data Strategy

<https://strategy.data.gov/>

Bureau of Economic Analysis: Advisory Committee on Data for Evidence Building

<https://www.bea.gov/evidence>

National Association for Business Economics: TEC2020 Virtual Event

<https://www.nabe.com/tec2020>

US Department of Commerce: American Workforce Policy Advisory Board

<https://www.commerce.gov/americanworker/american-workforce-policy-advisory-board>

U.S. Chamber of Commerce Foundation: The T3 Innovation Network

<https://www.uschamberfoundation.org/t3-innovation>

U.S. Chamber of Commerce Foundation: Job Data Exchange (JDX)

<https://www.uschamberfoundation.org/workforce-development/JDX>

National Labor Exchange Research Hub

<https://nlxresearchhub.org/>

OMB Memos on Implementing Evidence-Eased Policymaking:

M-20-12 Phase 4 Implementation of the Foundations for Evidence-Based Policymaking Act of 2018: Program Evaluation Standards and Practices (March 2020)

<https://www.whitehouse.gov/wp-content/uploads/2020/03/M-20-12.pdf>

M-19-23 Phase 1 Implementation of the Foundations for Evidence-Based Policymaking Act of 2018: Learning Agendas, Personnel, and Planning Guidance

<https://www.whitehouse.gov/wp-content/uploads/2019/07/M-19-23.pdf>

Modeled Wage Estimates

<https://www.bls.gov/mwe/>

Key Resources for Wage and Labor Market Information

[https://www.dol.gov/sites/dolgov/files/ETA/wioa/pdfs/Key\\_Resources\\_for\\_WLMI\\_V8.pdf](https://www.dol.gov/sites/dolgov/files/ETA/wioa/pdfs/Key_Resources_for_WLMI_V8.pdf)

BLS Occupational Outlook Handbook

<https://www.bls.gov/ooh/>

Program Year (PY) 2020\_Workforce and Labor Market Information Grants to States (WIGS): Program Guidance and Deliverables

[https://wdr.doleta.gov/directives/corr\\_doc.cfm?docn=4263](https://wdr.doleta.gov/directives/corr_doc.cfm?docn=4263)

Workforce Data Quality Initiative (WDQI)

<https://www.dol.gov/agencies/eta/performance/wdqi>

2016 WIAC Informational Report

[https://www.dol.gov/sites/dolgov/files/ETA/wioa/pdfs/2016\\_WIAC\\_Informational\\_Report\\_\(full\).pdf](https://www.dol.gov/sites/dolgov/files/ETA/wioa/pdfs/2016_WIAC_Informational_Report_(full).pdf)

2016 WIAC Opportunities Infographic

[https://www.dol.gov/sites/dolgov/files/ETA/wioa/pdfs/2016\\_WIAC\\_Opportunities\\_Infographic.pdf](https://www.dol.gov/sites/dolgov/files/ETA/wioa/pdfs/2016_WIAC_Opportunities_Infographic.pdf)

Two-Year Plan (this link will download as a word document onto your computer)

<https://www.dol.gov/sites/dolgov/files/ETA/wioa/pdfs/Secretary%20of%20Labor%20Two-Year%20Plan%20To%20Improve%20LMI5620.docx>

Assessing the Impact of New Technologies on the Labor Market: Key Constructs, Gaps, and Data Collection Strategies for the Bureau of Labor Statistics

<https://www.bls.gov/bls/congressional-reports/assessing-the-impact-of-new-technologies-on-the-labor-market.htm>

UI SIDES

[http://www.itsc.org/UI\\_SIDES/Pages/default.aspx](http://www.itsc.org/UI_SIDES/Pages/default.aspx)

Michigan's Career Outlook through 2028

<https://milmi.org/research/michigans-career-outlook-through-2028>

GW Institute of Public Policy: The Non-Degree Credentials Research Network (NCRN) Project

<https://gwipp.gwu.edu/non-degree-credentials-research-network-ncrn-project>

Workcred

<https://workcred.org/>

National Science Foundation: About the National Center for Science and Engineering Statistics (NCSES)

<https://www.nsf.gov/statistics/about-ncses.cfm>

2012 Labor Market Information Customers and Their Needs: Customer-Oriented LMI Product Innovation

[https://www.lmiontheweb.org/wp-content/uploads/2020/02/2012-05-08\\_-\\_LMI\\_Customers\\_and\\_Their\\_Needs.pdf](https://www.lmiontheweb.org/wp-content/uploads/2020/02/2012-05-08_-_LMI_Customers_and_Their_Needs.pdf)

United States Census Bureau: Disclosure Avoidance and the 2020 Census

[https://www.census.gov/about/policies/privacy/statistical\\_safeguards/disclosure-avoidance-2020-census.html](https://www.census.gov/about/policies/privacy/statistical_safeguards/disclosure-avoidance-2020-census.html)