

2025 Current Fiscal Year Report: Workforce Information Advisory Council

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1. Department or Agency

Department of Labor

2. Fiscal Year

2025

3. Committee or Subcommittee

Workforce Information Advisory
Council

3b. GSA Committee No.

2543

4. Is this New During Fiscal Year? 5. Current Charter 6. Expected Renewal Date 7. Expected Term Date

No 07/14/2025 07/14/2027

8a. Was Terminated During Fiscal Year?

No

8b. Specific Termination Authority

n/a

8c. Actual Term Date

9. Agency Recommendation for Next Fiscal Year

Continue

10a. Legislation Req to Terminate?

Not Applicable

10b. Legislation Pending?

Not Applicable

11. Establishment Authority Statutory (Congress Created)

12. Specific Establishment Authority

Section 308 of WIOA
(Pub L 113-128)

13. Effective Date

07/31/2014

14. Committee Type

Continuing

14c. Presidential?

No

15. Description of Committee National Policy Issue Advisory Board

16a. Total Number of Reports

No Reports for
this Fiscal Year

17a. 0 17b. Closed 0 17c. Partially Closed 0 Other Activities 0 17d. Total 0

Meetings and Dates

No Meetings

Current Next

FY FY

18a(1). Personnel Pmts to Non-Federal Members	\$0.00	\$0.00
18a(2). Personnel Pmts to Federal Members	\$0.00	\$0.00
18a(3). Personnel Pmts to Federal Staff	\$0.00	\$0.00
18a(4). Personnel Pmts to Non-Member Consultants	\$0.00	\$0.00
18b(1). Travel and Per Diem to Non-Federal Members	\$0.00	\$0.00
18b(2). Travel and Per Diem to Federal Members	\$0.00	\$0.00
18b(3). Travel and Per Diem to Federal Staff	\$0.00	\$0.00
18b(4). Travel and Per Diem to Non-member Consultants	\$0.00	\$0.00
18c. Administrative Costs (FRNs, contractor support, In-person/hybrid/virtual meetings)	\$0.00	\$0.00
18d. Other (all other funds not captured by any other cost category)	\$0.00	\$0.00
18e. Total Costs	\$0.00	\$0.00
19. Federal Staff Support Years (FTE)	0.00	0.00

20a. How does the Committee accomplish its purpose?

The purpose of the Workforce Information Advisory Council (WIAC or Council) is to consult with and provide written recommendations to the Secretary concerning the evaluation and improvement of the nationwide workforce and labor market information system, including recommendations for the two-year plan for the workforce and labor market information (LMI) system required under Section 15(c) of the

Wagner-Peyser Act. The WIAC accomplishes its objective by: 1) studying workforce and labor market information issues; 2) seeking information on innovative approaches, new technologies, and data to inform employment, skills training, and workforce and economic development decision making and policy; and 3) advising the Secretary on how the workforce and labor market information system can best support workforce development, planning, and program development.

20b. How does the Committee balance its membership?

The WIAC keeps its membership balanced by following the guidelines set forth by the Workforce Innovation and Opportunity Act (WIOA), the WIAC charter, and the WIAC membership balance plan. WIOA provides that WIAC membership be composed of fourteen representative members in eight categories: (1) four state agencies responsible for workforce investment activities, (2) four state workforce and labor market information directors, (3) one training services provider, (4) one economic development entity representative, (5) one business representative, (6) one labor representative, (7) one local workforce development board member, and (8) one research entity utilizing workforce and labor market information. WIOA further provides that membership be geographically diverse, and that no two members appointed in categories one, two, and seven represent the same state.

20c. How frequent and relevant are the Committee Meetings?

Per its charter, the WIAC meets in-person or virtually at least twice per year. The WIAC identifies and reviews issues and aspects of the

Workforce and Labor Market Information (WLMI) system and statewide systems that comprise the nationwide system and how the Department and the States will cooperate in the management of those systems. As part of this process, the Council meets to gather information and to engage in deliberative and planning activities to facilitate the development and provision of its recommendations to the Secretary in a timely manner.

20d. Why can't the advice or information this committee provides be obtained elsewhere?

The WIAC is the only advisory committee dedicated to providing the Secretary of Labor advice and proposed actions to improve the workforce and labor market information system.

20e. Why is it necessary to close and/or partially closed committee meetings?

N/A.

21. Remarks

None.

Designated Federal Officer

Steven Rietzke Division Chief -- National Programs, Tools, and Technical Assistance

Committee Members	Start	End	Occupation	Member Designation
Bulman, Larry	07/19/2023	07/19/2026	United Association	Representative Member
Childers, Charisse	07/19/2023	07/19/2026	Arkansas Department of Workforce Services	Representative Member
Conrad, Andrew	07/19/2023	07/19/2026	The Institute for Decision Making The University of Northern Iowa	Representative Member
Crawford, Ginger	07/19/2023	07/19/2026	Director, Employment Training Services Choctaw Nation of Oklahoma	Representative Member

Ferguson, Bruce	07/19/2023	07/19/2026	CareerSource Northeast Florida	Representative Member
Hirsch, Lesley	05/18/2021	07/19/2026	NJ Dept of Labor & Workforce Development	Representative Member
Hui, Anna	07/19/2023	07/19/2026	Missouri Department of Labor and Industrial Relations	Representative Member
Kim, Chris	07/19/2023	07/19/2026	Senior Principal, Workday	Representative Member
Lane, Julia	07/19/2023	07/19/2026	New York University	Representative Member
Leonard, Adam	07/19/2023	07/19/2026	Texas Workforce Commission	Representative Member
Nguyen, Angelina	07/19/2023	07/19/2026	Minnesota Department of Employment and Economic Development	Representative Member
Pettway, Coretta	07/19/2023	07/19/2026	Ohio Department of Job and Family Services	Representative Member
Schmidt, David	12/09/2021	07/19/2026	Nevada Dept. of Employment, Training and Rehabilitation	Representative Member
Uhlenkott, Robert	07/19/2023	07/19/2026	Oregon Employment Department	Representative Member

Number of Committee Members Listed: 14

Narrative Description

The WIAC supports the mission of the U.S. Department of Labor by (1) evaluating and suggesting improvements to the nationwide workforce and labor market information system and statewide systems that comprise the nationwide system, and (2) suggesting approaches addressing how the Department of Labor and the States will cooperate in the management of those systems. These systems include programs to produce employment-related statistics and State and local workforce and labor market information for use by job seekers, employers, educational institutions, and students.

What are the most significant program outcomes associated with this committee?

Checked if
Applies

Improvements to health or safety	<input type="checkbox"/>
Trust in government	<input type="checkbox"/>
Major policy changes	<input type="checkbox"/>
Advance in scientific research	<input type="checkbox"/>
Effective grant making	<input type="checkbox"/>
Improved service delivery	<input checked="" type="checkbox"/>
Increased customer satisfaction	<input checked="" type="checkbox"/>
Implementation of laws or regulatory requirements	<input type="checkbox"/>
Other	<input type="checkbox"/>

Outcome Comments

N/A.

What are the cost savings associated with this committee?

Checked if Applies

None	<input type="checkbox"/>
Unable to Determine	<input checked="" type="checkbox"/>
Under \$100,000	<input type="checkbox"/>
\$100,000 - \$500,000	<input type="checkbox"/>
\$500,001 - \$1,000,000	<input type="checkbox"/>
\$1,000,001 - \$5,000,000	<input type="checkbox"/>
\$5,000,001 - \$10,000,000	<input type="checkbox"/>
Over \$10,000,000	<input type="checkbox"/>
Cost Savings Other	<input type="checkbox"/>

Cost Savings Comments

N/A.

What is the approximate Number of recommendations produced by this committee for the life of the committee?

33

Number of Recommendations Comments

The WIAC did not submit recommendations during FY 2024 to the Acting Secretary of Labor. Several meetings were held to discuss recommendations, but consensus was not reached by the end of the fiscal year. This leaves the total number of recommendations made by the WIAC since its inception at 33.

What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?

24%

% of Recommendations Fully Implemented Comments

The WIAC has provided 33 recommendations since its inception. Of those, eight have been fully implemented. The recommendations fully implemented are: - Expand Information on Occupations, Skills, and Credentials - 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. - 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. Contacting high schools and conducting outreach activities to students in their early high school years is important so students are aware of career options other than those that require a college education. - 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. This would include the Department of Labor providing the AJCs with tools and technical assistance toward that end. As an example, during the COVID-19 pandemic, CareerOneStop conducted a successful social media marketing campaign through YouTube, Spotify, and Pandora to reach populations that were unaware of the resources that CareerOneStop provides. - Both the U.S. Department of Labor and the state workforce agencies should conduct marketing and outreach activities specifically targeted to promote how workforce agencies can use WLMI with employers to enhance their recruitment, hiring, and retention. By making employers more aware of the types of business concerns that can be addressed by workforce agencies and the AJCs, workforce agencies can provide a value-added service to enhance the human resource component of business emphasizing enhancement rather than enforcement. - Create and regularly update a comprehensive list, by federal department and agency, of industrial policy efforts that depend on WLMI provided by the Department of Labor. - Take steps to ensure that the agencies responsible for these efforts are fully aware of the Department of Labor'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.

What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?

42%

% of Recommendations Partially Implemented Comments

Fourteen of the thirty-three WIAC recommendations have been partially implemented. They are: - Enhance Unemployment Insurance (UI) Wage Records - Develop Information on the Changing Nature of Work - Overcome Barriers to Data Sharing - Create a 21st Century WLMI System Using Advanced Technologies - Advocate for the Adoption of Enhanced Unemployment Insurance Wage Records by including Information on the Occupational Job Title(s), Hours Worked, and Job Site Location - Improve Data and Information on the Changing Nature of Work through a DOL Working Group - Support immediate action to establish a National Secure Data Service (NSDS) - Direct BLS and ETA to co-author a plan for improving DOL-supported data on job openings based on input from the associations representing state WLMI agencies (LMI Institute, NASWA) - Direct ETA's [OUI] and the Secretary's Office of Unemployment Insurance Modernization (OUIM) to obtain state agency input 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 - Direct OASP to prepare a report, in consultation with ETA and BLS, for the Secretary's consideration that: a) identifies public and private data sources which have the potential to build evidence regarding workers' experiences and challenges in seeking and finding new jobs; and b) suggests options for DOL agencies to use these data sources to help address barriers that workers experience - 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. This could take the form of a competitive bidding process for focus groups organized by need, region, and/or population group. Such research should embrace principles of qualitative research that facilitate self-identification of issues and problems from among the respondents - Engage in stakeholder discussions to identify gaps in existing labor market information that impede our understanding of labor force participation. This may include state and federal health and human services agencies, the Federal Reserve system, think tanks and advocacy organizations focused on the dynamics of labor force participation, and a cross-section of state, tribal, and local governments - Direct BLS to investigate opportunities to expand the data that can be published about reasons for nonparticipation that are collected and categorized under "Other." One opportunity may be improving the clarity of the question or explaining the answer options - Providing Unemployment Insurance (UI) filers (not just recipients) with information on job postings, training, and the location of or even contact names within AJCs. This information should be provided

multiple times either through email or text messages to act as a catalyst to promote employment

Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?

Yes ☒ No ☐ Not Applicable ☐

Agency Feedback Comments

The Department of Labor provides responses to the WIAC by publicly posting those letters along with the recommendations on a DOL web page dedicated to WIAC.

What other actions has the agency taken as a result of the committee's advice or recommendation?

Checked if Applies

Reorganized Priorities	<input type="checkbox"/>
Reallocated resources	<input type="checkbox"/>
Issued new regulation	<input type="checkbox"/>
Proposed legislation	<input type="checkbox"/>
Approved grants or other payments	<input type="checkbox"/>
Other	<input type="checkbox"/>

Action Comments

N/A.

Is the Committee engaged in the review of applications for grants?

No

Grant Review Comments

N/A.

How is access provided to the information for the Committee's documentation?

Checked if Applies

Contact DFO	<input checked="" type="checkbox"/>
Online Agency Web Site	<input type="checkbox"/>
Online Committee Web Site	<input checked="" type="checkbox"/>
Online GSA FACA Web Site	<input checked="" type="checkbox"/>
Publications	<input type="checkbox"/>
Other	<input checked="" type="checkbox"/>

Access Comments

WIAC reports are filed with the Library of Congress.