

NASWA WLMI COMMITTEE

Preliminary work to advocate
for modernizing WLMI federal
and state infrastructure

March 2026



WLMI MODERNIZATION

- Proposed Framework:
 - Scope of WLMI modernization
 - Consensus on critical problems to solve
 - Understanding of the existing landscape and current challenges
 - Common vision for a modernized WLMI infrastructure
 - Organizational structure that needs modernization



BUILDING OUT THE MODERNIZATION FRAMEWORK

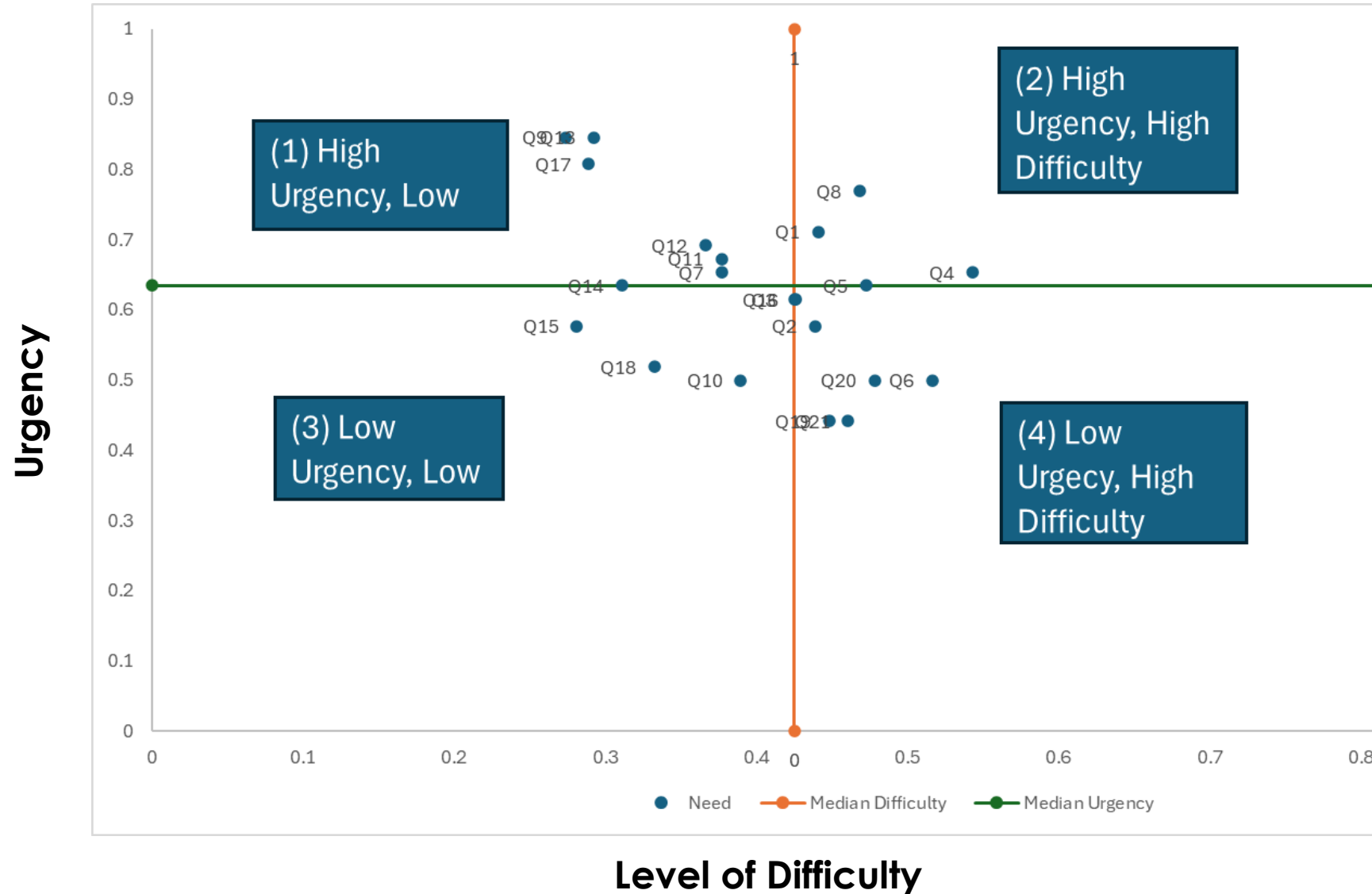
5 Categories of challenges identified:

1. Technology
2. Data Collection Methods
3. Legislation
4. Staff Capacity
5. Other

Challenges to Needs

- Q1 Sustainable & predictable funding for tech modernization
- Q2 Greater flexibility from vendor and system constraints in system design & data access
- Q3 Stronger investment in digital service design and user experience
- Q4 Infrastructure, governance & staff expertise to responsibly implement AI-enabled tools
- Q5 Policy flexibility to use new data sources
- Q6 Authority to estimate more using advanced statistical or AI methods
- Q7 Access to enhanced wage record elements
- Q8 Modernized, less burdensome federal survey methodologies
- Q9 Sustained and adequate federal funding for national employment statistics programs
- Q10 Clearer and more consistent legal frameworks for data sharing and data use
- Q11 Legislative authority to collect and use enhanced wage record data
- Q12 Stronger mechanisms for legislative and policy advocacy on WLMI needs
- Q13 Sustainable funding to maintain and expand WLMI staffing capacity
- Q14 Flexible and targeted training to build advanced analytics and communication skills
- Q15 Succession planning and knowledge-transfer strategies
- Q16 Organizational readiness and culture for digital transformation
- Q17 Stable, predictable federal funding
- Q18 Stronger state-federal collaboration structures
- Q19 Mechanisms for user feedback to guide modernization
- Q20 Federally supported pilots to test new data methods
- Q21 Greater investment in nationwide data literacy initiatives

Classification of needs



IDEAS OF POTENTIAL SOLUTIONS

Need

- Sustained and adequate funding for:
 - National employment statistics programs
 - Maintaining and expanding WLMi Staffing capacity
 - Tech modernization

Ideas of potential solutions

- Make case to support user need for WLMi
- Leverage ETA funding for WLMi
- Stay aware of legislative bills and engage to include WLMi
- Demonstrate value of work through use case examples
- ROI Analysis for programs/activities to maintain/expand funding

IDEAS OF POTENTIAL SOLUTIONS

Need

- Policy flexibility to use new data sources
- Legislative authority to collect and use data from enhanced UI wage records

Ideas of potential solutions

- Authority to use administrative records to support BLS survey responses
- Show value add to employers
- Lessons learned from states who have legislation to collect enhanced wage records

IDEAS OF POTENTIAL SOLUTIONS

Need

- Infrastructure, governance, and staff expertise to responsibly implement AI-enabled tools
- Flexible and targeted training to build advanced analytic & communication skills

Ideas of potential solution

- Identify changes needed to:
 - Data collection, storage and processing systems
 - Policies to secure data under changes in the systems
- Identify or develop feasible training as part of professional development
- Cross collaboration and joint meetings with Communications Committee

PROPOSED NEXT STEPS

- Methods for advocacy around policy changes and defining WLMI Modernization
 - Creating a whitepaper
 - Diving into legislation or federal guidance that needs to change
 - Engaging stakeholders
- Dive further into defining solutions and taking action
 - Adding to our list of solutions
 - Creating working groups around common themes or ideas (showing value, gathering resources, etc.)

NASWA WLMI COMMITTEE

<https://www.naswa.org/committees/workforce-labor-market-information>

- Chair: Nicol Nicola, NJ
- Vice Chair: Mariana Vega, TX
- Technical Vice Chair: David Schmidt, NV
 - Policy subcommittee Co-Chair:
Robert Bock, MS
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- NASWA Staff: Zoe Vaughan and Paul Daniels



THANK YOU

QUESTIONS

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