

2017 National UI Issues Conference

Issues with Confidential UI Wage Information

Enhanced UI Wage Records

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Potential Benefits/Users of Enhanced UI Wage Records

- Workshop audience?
 - State Workforce Agency Administrators
 - State UI Directors
 - Employers
 - Other
- This presentation will present excerpts from the Workforce Information Council Study Group Report on *Enhancing Unemployment Insurance Wage Records*

Introduction:

- How often have employers said and how often have agency administrators heard:
I can't find the skilled workforce to meet my needs
- *Answer: A lot*
- Could state LMI shops do a better job providing data to support job training/education/talent development to meet the hiring needs of employers?
- *Answer: Yes, with enhanced data from UI wage records*

- What are examples of new data elements for enhanced UI wage records:
 - Employer job title (occupational identifier)
 - Hours worked (full-time/part-time)
 - Primary work location
 - Gender
- Can UI go beyond employer taxes and worker benefits and collect data in support of reemployment?
- Can UI costs be lowered with improved alignment between education/training and the hiring needs of business?
- *Answer: Yes, that is the goal*



- Use of LMI (including enhanced UI wage records) can improve the operation of the labor market by providing information for decision-makers
- Data users must have accurate, timely, localized LMI to support effective decision-making for employers, employees, job seekers, educators, trainers, students, policy makers, and elected officials

What is missing now?

- *Answer: Information to properly assess the alignment of education/training outcomes with the hiring needs of business*

- Current information does not include training-related placement since UI has industry of employment not occupation
- Current information does not include career ladders/pathways to know what training leads to opportunities for advancement
- Without this enhanced information, dislocations can occur leading to unemployment, under-employment, unfilled vacancies... all contributing to higher UI and welfare costs, slower economic growth, and lower standards of living

What are the benefits?

- Enhanced UI wage records could benefit employers and employees by:
 - Providing a more skilled workforce in response to employer needs
 - Improving business recruitment/retention/expansion
 - Providing data on market-based compensation/wage rates by occupation
 - Ensuring accountability for education/training providers for performance measurement
 - Improving matching of job seekers/displaced workers with available job openings
 - Reducing survey burden on employers by using UI administrative records

- Lowering UI benefit costs (taxes)
- Improving consumer information for students and job seekers/supporting career counseling
 - What to study, where to study, how much to spend/borrow to study based on expected employment opportunities/wages
 - Net returns on education investments by degree, by major, by institution
 - Supply/demand of labor by major by area
- Measuring the effects of policy changes
- Improving the allocation of public and private resources for program planning

- Understanding worker mobility and commuting patterns
- Enhancing knowledge of employment retention, wage gains, use of overtime, growth of part-time employment, business cycle impacts
- Alaska, Louisiana, and (most recently) Nebraska are collecting enhanced wage records
- So, in summary, enhanced UI wage records can assist states and local workforce development areas in providing a skilled workforce to meet hiring needs of business
- Next, let's hear some real-world experiences from Louisiana.....



Acknowledgement:

*Enhancing Unemployment Insurance Wage Records
Potential Benefits, Barriers, and Opportunities*

Prepared by the Workforce Information Council
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