Labor Market Intelligence Requirements
Under the Workforce Innovation and Opportunity Act

Education, and workforce and economic development programs and policies that are informed by labor market intelligence are better and more efficient at helping their customers achieve employment success.

Under the Workforce Investment Act of 1998 (WIA), States and local areas were encouraged to use labor market intelligence. Under the Workforce Innovation and Opportunity Act of 2014 (WIOA), which replaced WIA and went into effect in July, there is an even greater emphasis on labor market intelligence.

Below are the major labor market intelligence requirements that affect State and local implementation of the new law:

- Governors and State Workforce Development Boards (formerly State Workforce Investment Boards) must identify and disseminate information on best practices, especially about training programs that are responsive to demand as demonstrated by real-time labor market analysis.
- States must demonstrate, using real-time labor market information, that there is adequate demand for any training supported by their WIOA allocations.
- States and local areas must undertake labor market analysis to inform the development of their four-year strategic plans. These analyses include:
  - Identifying in-demand industries and occupations;
  - Analyzing in detail employers' needs in those industries and occupations; and
  - Analyzing the workforce itself, including employment and unemployment rates and patterns, and the educational and skill levels of the workforce.
- States must provide labor market data to help local areas develop their plans if the local areas request it.
- After two years, States and local areas must re-evaluate their four-year plans and make modifications that are responsive to any changes that may have occurred in the labor market.
- Local Workforce Development Boards (formerly local Workforce Investment Boards) must periodically review labor market analyses to inform their oversight functions.
- Local Workforce Development Boards are now required to conduct other research, data collection, and analysis related to the workforce needs of the regional economy.
- WIOA-supported career services activities must provide clients accurate information about the local, regional, and national labor market, including job vacancy listings, skills in demand, and information related to in-demand occupations like skill requirements, typical earnings, and opportunities for advancement.
- WIOA-funded career counseling, exploration, or awareness services for youth and young adults must make information available about in-demand industries and occupations and job vacancies.

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