

## 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 (WIA), States and local areas were encouraged to use labor market intelligence. Under the Workforce Innovation and Opportunity Act (WIOA), which replaced WIA, there is an even greater emphasis on labor market intelligence. WIOA was enacted in July 2014, and most of the provisions will go into effect starting in July 2015.

Below are the major labor market intelligence requirements that will 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.

### For more information, contact:

Lesley Hirsch  
Director, NYCLMIS  
CUNY Graduate Center  
365 Fifth Avenue, Room 6202  
New York, NY 10016  
t. 212.817.2031  
[www.gc.cuny.edu/lmis](http://www.gc.cuny.edu/lmis)  
[nyclmis@gc.cuny.edu](mailto:nyclmis@gc.cuny.edu)

### About the Workforce Innovation and Opportunity Act

WIOA authorizes federal grants to the States that are in turn allocated to local areas. The grants support:

- Employment and training services for adults, dislocated workers, and youth;
- Employment services for people receiving Unemployment Insurance benefits;
- Adult education and literacy programs; and
- Vocational Rehabilitation programs that assist individuals with disabilities.

WIOA also supports programs that serve other vulnerable populations, like Job Corps and YouthBuild.

There are many other important differences between WIOA and WIA besides requirements for labor market intelligence. For more information and resources, see <http://www.doleta.gov/wioa>.