BLS and LMI in Data Modernization 

Overview

Effective collaboration with Labor Market Information (LMI) partners, along with seamless interface and data integration with the Bureau of Labor Statistics' (BLS) Quarterly Census of Employment and Wages (QCEW), Local Area Unemployment Statistics (LAUS), and the U.S. Census Bureau's Longitudinal Employer-Household Dynamics (LEHD) program, is essential when upgrading or enhancing Unemployment Insurance (UI) IT systems.

The information and data produced by the BLS and Census programs are essential for UI operations, UI Trust Fund Solvency Analysis, UI Federal Reporting, UI audit performance measures, federal, state, and local program funding allocations including RESEA funding, Workforce Innovation and Opportunity Act funding, state and local bond ratings, economic incentives, education and workforce program planning, and monitoring of federal, state and local economic conditions.

Maintaining high-quality, consistent data is vital during modernization to ensure compliance, transparency, and informed decision-making. Many states have improved automation, workflows, and data quality through UI modernization, though challenges persist in timelines, testing, data conversion, data validity, required business rules and stakeholder involvement.

This article examines both successful collaborations with LMI teams and challenges in handling BLS and LMI data, highlighting key takeaways and suggestions drawn from different states' experiences. Reliable, complete, and timely data system interfaces and extracts from UI systems are critical to the QCEW, LAUS, LEHD and other LMI programs and are vital for UI operations, UI Trust Fund Solvency, economic reporting, and federal funding determinations. When modernizing systems, it is important that the quality and timeliness of data in the modernized system matches or surpasses that of older platforms. Any decline in accuracy, completeness or timeliness may trigger compliance issues, distort economic and UI measures, and complicate funding processes.

Best Practice: BLS UI Modernization Website

Discover More: Visit the **BLS UI Modernization** page for in-depth resources on QCEW, LAUS, and LEHD data extracts, as well as key lessons learned from state modernization projects. This page is an essential reference for states and stakeholders navigating the complexities of system interfaces, data integration, and reporting during UI modernization efforts.

Successful Approaches

- **Collaboration and Communication:** Persistent, open communication and strong collaboration between UI and LMI teams are key to success. Regular meetings, relationship-building, and mutual trust facilitated smoother transitions, faster modernization timelines, and effective problem-solving. Continuous dialogue and framing LMI needs in terms of UI priorities helped secure cooperation and influence.
- **Engaging with BLS:** Connecting with LMI teams and with the Bureau of Labor Statistics (BLS) at the outset of your modernization project enables you to clarify requirements and support precise data integration. By taking this initiative early, you can avoid delays, uphold compliance, and preserve the reliability of labor market data during the upgrade. Early collaboration aids in securing test data, system access, testing environments, refining expectations, and promoting seamless data integration as modernization progresses.
- **Education and Stakeholder Engagement:** Development of training materials, diagrams, and proactive stakeholder engagement, especially with UI leadership and vendors, ensured all parties understood the importance of the data, data dependencies, and reporting standards, preventing misunderstandings during modernization.
- **Documentation and Inventory of Data:** Maintain clear, up-to-date documentation and a complete inventory of LMI data sources, extracts, interfaces, reports, and their uses across UI systems and workforce programs. This practice improves transparency, supports modernization planning and vendor oversight, and reduces risk by making data dependencies and impacts easier to identify during system changes.
- **Adopt Realistic Timelines:** Allocating sufficient time in the project plan for test data preparation and validation, ensuring accurate, high-quality data is available before system testing begins. Project timelines should also account for post go-live activities,

including ongoing data validation and monitoring to quickly identify and resolve discrepancies. Maintaining a strong commitment to data quality throughout modernization—both before and after launch—supports compliance, reliable reporting, and data driven decision-making.

- **Prioritizing Data Integrity and Continuity:** When updating data collection methods, such as switching from enterprise-level to SSN-level counts, it is essential to preserve consistency over time. Major methodological changes can hinder comparison between old and new data, limiting accuracy checks.
- **Parallel Testing:** Parallel testing is essential when transitioning from an old system to a new one, as it allows for direct comparison between outputs over at least two quarters prior to go-live. This approach helps identify inconsistencies and ensures that both systems deliver accurate results under identical conditions. Conducting parallel tests provides additional confidence before fully implementing changes.
- **Automation and Data Integration:** Successful modernization efforts prioritized the automation of data integration between BLS and UI systems, ensuring timely and accurate updates. The use of automation tools, such as R scripts, streamlined data validation, and reduced manual workload, enhancing overall data integrity.
- **Leveraging LMI for Improved Decision-Making:** Enhanced predictive analytics using LMI data enabled UI agencies to anticipate claim trends and economic shifts, while QCEW data played a crucial role in accurate employer classification and UI tax rate assignment as well as in meeting UI federal reporting requirements.
- **Ongoing Improvement and Flexibility:** States that had previously modernized completed projects more efficiently and consistently aimed to enhance systems further, for example by adding mobile accessibility, automation, and new features. Strong backing from BLS and active support for including LMI also played key roles in sustaining successful modernization. Real data after launch is the true measure of success, so be sure to carry out thorough monitoring before, during, and after going live.

Challenges

Working with LMI data and collaborating with the Bureau of Labor Statistics (BLS) during modernization efforts presents several challenges. These challenges include:

- **Importance of Data Extracts, Critical Interfaces:** Delays occurred because vendors mistook critical data extracts for optional reports, impacting implementation timelines. This confusion led to late delivery of essential files, requiring repeated clarification between stakeholders and vendors. As a result, project milestones had to be adjusted, and additional resources were allocated to resolve these misunderstandings.

- **Data Integration and Compatibility:** Modernizing UI systems often means merging data from different sources converting legacy data elements to multiple new data fields and table structures, which can cause compatibility problems and lead to data degradation and workload challenges. Changes to UI account numbering systems lead to challenges in QCEW data processing. Changes to data element collection or calculation processes lead to data challenges and discrepancies. To ensure accuracy, it is vital to test data mapping thoroughly, especially since legacy systems may lack documentation. Communication with LMI staff regarding data collection, processing and data conversion is essential. Carefully understanding old data and defining what will be collected, processed, and stored in the new system supports a smooth transition.
- **Data Timeliness and Quality:** Timely and accurate data updates are crucial for program operations, workload, BLS deliverables, informed decision-making and effective policy development, UI operations, and funding allocations. Delays or dependence on substandard test and production data may negatively impact preparedness, regulatory compliance, workload, deliverables, and analytical reliability. Examples of poor data quality include insufficient reporting periods, incomplete datasets, erroneous entries, inclusion of UI administrative and test employer accounts, unrealistic demographic data, mismatched and erroneous dates, inconsistency in liability dates and Quarterly Contribution Reports, and inadequate files for extract testing and production.
- **Data Collection Methods:** It is essential that new data collection approaches are rigorously validated against established benchmarks, ensuring they yield results comparable with previous methods. Maintaining longitudinal consistency is crucial; innovations should enhance accuracy but must preserve the ability to reliably track trends over various economic periods.
- **Work Process Schedules:** QCEW program quarterly processes are completed over thirteen weeks. Each work cycle requires processing of two quarters of data: a deliverable quarter and prior quarter as well as updates when needed for prior quarters. Delays in data files, data extract element problems lead to workload challenges and data accuracy problems.
- **System Requirements QCEW:** The QCEW program utilizes a BLS data management system QUEST that includes a relational database with load, storage, editing, transformation, query, estimation and validation processes and file generation components. Employer data is linked within the QUEST system database at the micro employer record level by Account, FEIN, work sites, and Dates. Data extracts have specific business rules for each element. The database and records are updated with each extract. Erroneous issues in extracts lead to inaccuracies in the underlying database and workload challenges to resolve data quality work items. The BLS

QCEW data deliverable is a data file with micro employer records free of data issues that are then sent to BLS and loaded to a BLS database. Successful modernization efforts require an understanding of the QCEW QUEST system requirements, workload, and BLS deliverables.

- **System Requirements LAUS:** The LAUS program utilizes BLS data systems that are used to load, store, transform and extract micro and aggregate data. There is underlying database that gets updated with each load. Data extracts have specific business rules for each element. The database and records are updated with each extract. Erroneous issues in extracts lead to inaccuracies in the underlying database and workload challenges to resolve data issues. Successful modernization efforts require an understanding of the LAUS system requirements, workload, and BLS deliverables.
- **Access to UI Tax Systems:** The QCEW program requires state staff to resolve data quality and validation issues. This often requires staff to access up to date information on UI Tax System screens. Access to view UI account registration, maintenance, contact, and quarterly contribution reports are needed to complete BLS quarterly processing. Ensuring LMI access, resolving technology access barriers and appropriate training for LMI staff is critical to ensure data accuracy and completion of BLS deliverables.
- **Resource and Infrastructure Limitations:** Many states face limited technical and human resources, making it challenging to store and manage large amounts of LMI data. Adequate training and investment in infrastructure are vital to overcome these constraints.
- **Stakeholder Coordination:** Aligning the objectives and workflows of multiple parties —such as UI agencies, workforce programs, LMI staff, vendors, and the BLS—can be complex. Successful modernization requires effective communication, continuous stakeholder engagement, and clear collaboration strategies.
- **Data Privacy, Security, and Governance:** Protecting sensitive information requires robust data governance frameworks and security measures. Gaps in governance, such as lack of formal sign-off authority for LMI teams, can lead to data integrity risks.
- Compressed Timelines and Inadequate Testing: Tight deadlines often reduce time for proper validation, parallel runs, and report testing, leading to errors after launch and compliance risks. At least six months of data testing is recommended, including LMI team involvement during planning and requirements phases.
- **Reporting Issues:** Reporting was not sufficiently prioritized during testing, resulting in errors with ad hoc and ETA reports and other notable issues after system launch. The lack of attention during the test phase meant that key reporting functions were not properly validated, causing inaccurate or incomplete data post-implementation. Addressing these errors involved urgent troubleshooting, post-launch patches, and

heightened support engagement to restore reliable reporting capabilities. Request mockups and delivery of reports before go-live.

- **Ongoing Changes:** Frequent updates to data tables by the UI or business team, without notifying LMI, lead to persistent difficulties in maintaining an up-to-date system. Every data modification should be communicated to LMI. Encourage participation in any changes to the system that affect data.

Mitigation

To address these challenges, several mitigation strategies can be employed:

- **Prioritize Rigorous Testing and Validation:** Require realistic test data, multiple data feeds, parallel operations of legacy and modernized systems for one to two quarters to reduce risk and ensure post-launch stability.
- **Strategic Reporting and Direct Data Access:** Strategic reporting and direct data access should be considered an upfront requirement, not just added post-launch. To keep operations running smoothly, plan for a period where both old and new systems overlap, making quality checks easier. Choose data storage solutions that allow states direct access to microdata; relying on vendors for minor queries can create significant bottleneck. Ensure all reporting and retention architectures meet ETA and BLS requirements right from the start.
- **Allocate Resources:** Secure sufficient funding, staffing, and infrastructure to support reliable LMI data management and workforce training.
- **Promote Stakeholder Alignment and Communication:** Establish clear communication plans, regular coordination meetings, and shared documentation to align the state, vendors, and workforce partners around common goals.
- **Provide Structured Training and Peer Learning:** Deliver targeted, ongoing training for vendors and UI teams to strengthen understanding of LMI data's role in compliance and reporting, while promoting cross-state knowledge sharing through workshops, forums, and shared resources to address common integration challenges.
- **Strengthen Data Governance and Security:** Formalize governance frameworks that grant LMI teams approval authority and enforce strong privacy and security controls to safeguard sensitive data and ensure compliance.
- **Leverage Advanced Data Integration and Automation:** Implement modern integration platforms and automated update processes to unify disparate datasets and deliver timely, accurate information for decision-making.
- **Evaluate and Enhance Key Datasets:** Routinely assess the effectiveness of datasets such as QCEW and LAUS in supporting UI operations, leveraging best practices and expert guidance (e.g., QCEW UI Modernization resources).

- **Share Best Practices and Automation Assets:** Exchange proven techniques, scripts, and tools across states to streamline data integration, improve accuracy, and accelerate adoption through workshops and forums.

These strategies collectively address technical, procedural, and collaborative challenges in UI and LMI modernization, driving improved data quality, governance, and successful system implementation.

Overview of LMI Data and Modernization

Labor market information (LMI) encompasses data and analyses about topics such as employment, unemployment, wages, job openings, and workforce demographics. In the context of modernizing UI systems, this information is indispensable for driving digital innovation, updating outdated processes, and tailoring services to meet contemporary economic needs. Reliable LMI equips UI programs to adapt to labor market changes efficiently, supporting technology upgrades and enabling smarter workflows that benefit both job seekers and employers.

Access to timely and accurate labor data is central to building next-generation UI systems. Leveraging up-to-date details on employment trends and workforce attributes allows states to make evidence-based decisions when updating software platforms, automating claims processes, and deploying advanced analytics for fraud prevention. Quality LMI not only enhances resource allocation and policy development but also improves the speed and precision of claims processing, making UI systems more agile and user centric.

The Bureau of Labor Statistics (BLS) is a key collaborator in UI system modernization efforts, providing state and federal agencies with comprehensive labor market statistics that underpin system upgrades and strategic planning. BLS data on employment levels, occupational shifts, and wage patterns inform the design of user-friendly interfaces, predictive modeling tools, and targeted outreach initiatives. By partnering with BLS, UI administrators gain access to robust data sets and expert insights critical for modernizing their programs and responding swiftly to evolving labor market dynamics.

The information produced by the BLS QCEW and LAUS programs is required for UI operations, funding, and UI Trust Fund Solvency. This includes inputs for UI Extended Benefits (EB), RESEA funding allocations, FUTA Tax Credits, Total and Taxable Wages, and in some states UI Taxable Wage Base, UI Tax Rates, UI Base Period Wage Requirements, UI Benefit Amounts and UI Weeks of Benefits.

A state perspective: An Overview and Importance of UI Data

North Carolina provides an **overview** of how strategically using UI data can enhance labor market insights, improve program oversight, and support informed economic and workforce decisions throughout the state. States are encouraged to explore this model as a practical demonstration of how integration and data sharing can strengthen data usage and statewide policy outcomes.

Understanding Key Labor Market Datasets

The **Quarterly Census of Employment and Wages (QCEW)** serve as a foundational resource for state agencies, offering detailed data on employment, wages, and industry classifications at the employer level. This dataset is essential for administering unemployment insurance (UI) taxes, enabling precise employer classification, and supporting comprehensive economic trend analysis. By integrating QCEW system and data interfaces into modernized UI platforms, states can maintain accurate employer records and ensure that tax administration reflects real-world workforce dynamics.

The granular information provided by QCEW makes it possible for states to manage UI contribution rates with greater accuracy and adapt to shifts in labor market conditions. With employer-specific employment and wage statistics, policymakers are equipped to monitor economic trends and address changes proactively. As a result, leveraging QCEW within updated UI systems leads to more reliable data, informed decision-making, and streamlined compliance processes.

The use of QCEW data in UI modernization not only improves technical precision but also enhances the overall effectiveness and resilience of UI programs. The dataset supports better policy development, promotes fair resource allocation, and strengthens the state's ability to respond to the evolving needs of both employers and claimants in a rapidly changing labor market.

Best Practice: QCEW Modernization Checklist

States are encouraged to review the **QCEW Modernization Checklist** to help guide their efforts in upgrading and optimizing UI systems.

The Local Area Unemployment Statistics (LAUS) program provides vital monthly estimates of employment, unemployment, and labor force participation at both the state and local levels. These granular data points allow agencies and policymakers to monitor the health of regional economies and identify trends in joblessness and workforce engagement. By offering a detailed snapshot of labor market conditions across diverse geographic areas, LAUS serves as a foundational resource for understanding how different segments of the population are faring economically and where intervention may be needed.

LAUS data are integral to the administration of unemployment insurance (UI) programs. These estimates inform program eligibility by helping states determine which populations qualify for UI benefits and guide the activation of extended benefit triggers during periods of high unemployment and in some states setting the number of available weeks of UI Benefits under the Regular UI program. In addition, LAUS statistics are regularly used to track economic health indicators, enabling states to respond promptly to labor market shifts and to implement measures that support job seekers and employers alike. This reliable, timely information ensures that UI programs remain responsive and effective even as labor market dynamics change.

Beyond UI administration, LAUS also plays a critical role in workforce development and policy planning. Data produced by the LAUS program is utilized as inputs into RESEA funding allocations and WIOA funding allocations. By analyzing LAUS data, states can identify emerging claimant trends, target workforce training initiatives, and allocate resources to regions most in need. This helps states and localities better align their workforce planning efforts with real-time labor market conditions, supporting economic growth and resilience. The insights gained from LAUS not only enhance the precision of UI policies but also contribute to more informed, proactive decision-making in the broader context of workforce and economic development.

File Extracts: QCEW and LAUS

For reliable data and compliance, be sure to review the QCEW and LAUS extract guides and file formats before refining UI system data.

- **QCEW UI Extract Guide** | **LEHD File Format**
- **LAUS UI Extract Guide** | **LADT File Format**

Using Labor Market Data for UI Modernization

UI IT system modernization relies heavily on the ability to ensure data accuracy and consistency across states and platforms. With multiple sources of labor market information—such as BLS, QCEW, and LAUS—feeding into these systems, discrepancies and misalignments can easily arise. States must implement rigorous data validation protocols and establish standardized reporting structures to reconcile differences in wage records, employment statistics, and industry classifications. This harmonization is essential not only for compliance purposes but also for delivering timely and reliable services to claimants and employers. When states work collaboratively to synchronize their datasets, they reduce errors, enhance policy decision-making, and improve the overall integrity of UI modernization efforts.

Integrating diverse datasets such as those from BLS, QCEW, and LAUS into modernized UI platforms presents significant technical challenges. Each dataset has its own reporting schedules, formats, and definitions, making seamless interoperability a complex task. States must invest in robust data integration technologies and develop clear mapping strategies to bridge gaps between federal and state reporting requirements. Technical hurdles often include managing data lag times, automating extract-transform-load (ETL) and extract-load-transform (ELT) processes, and ensuring real-time data access for decision-making. Additionally, interagency coordination is crucial to address system incompatibility and streamline workflows, allowing administrators to respond swiftly to shifts in labor market conditions and optimize program outcomes.

Another major challenge lies in managing the timeliness of data reporting and overcoming delays that can hinder responsive UI program administration. Lag times in data availability can have a direct impact on the accuracy of eligibility determinations, activation of

extended benefits, and overall program responsiveness. States must devise strategies for mitigating these delays, such as adopting advanced analytics, predictive modeling, and automated reporting mechanisms. By prioritizing up-to-date data collection and fostering collaboration among state and federal partners, UI systems can maintain their agility and effectiveness even in rapidly changing labor market environments. Ultimately, overcoming technical and coordination hurdles ensures that UI modernization delivers more accurate, equitable, and efficient services to all stakeholders.

Roles and Actions in UI Modernization

State QCEW Roles and Actions

State staff play a pivotal advocacy role by actively participating in UI modernization meetings. In these forums, they represent the interests and requirements of the QCEW program, ensuring that operational needs specific to the state are addressed as changes to the UI system are planned and implemented. Their engagement encompasses collaboration with UI, LMI, and IT teams, and they provide subject matter expertise on employment and wage data, which helps shape key system functionalities and policy decisions. Additionally, state staff are responsible for sharing QCEW extract documentation with UI teams; this includes distributing technical documents, explaining data definitions and extract formats, and clarifying reporting protocols. By offering guidance and answering technical or business rule questions, they help UI stakeholders understand and utilize QCEW data effectively and accurately within the modernized system.

Communication is a core responsibility of state staff throughout the modernization process. They report on the progress of modernization activities to both regional and national offices, keeping all stakeholders informed of developments and milestones. State staff also complete the state modernization checklist, systematically verifying that all required modernization components are addressed. Sharing lessons learned with the LMI and UI community is another vital function, as it fosters a collaborative environment and helps other states benefit from insights and best practices. Through these efforts, state staff ensure transparency, support continuous improvement, and facilitate knowledge-sharing within and beyond their own organization.

The testing responsibilities of state staff are essential to the successful launch of the modernized UI system. They conduct extract data testing prior to the system's “go-live" date, rigorously assessing the accuracy and integrity of data within the new environment.

This process involves identifying and troubleshooting any issues that arise, thereby ensuring smooth data transitions. State staff also report any changes in data resulting from modernization efforts, communicating these findings to relevant parties, and documenting their impact. Their detailed approach to testing and reporting is crucial for maintaining data quality and for guaranteeing that modernization objectives are achieved without disruptions to core business processes.

Regional Office Roles and Actions

Regional office and federal staff play an advocacy role in UI modernization by actively supporting and engaging state staff throughout the transformation process. Their responsibilities include attending key UI modernization meetings to ensure that federal perspectives and program requirements are consistently represented. By participating in these collaborative forums, regional and federal staff help bridge the gap between state and federal objectives, advocating for resources, policy alignment, and best practices that benefit both levels of government. Additionally, they serve as a conduit for information and guidance, providing states with timely updates, clarification on federal expectations, and strategic recommendations that help states navigate complex modernization decisions.

In the context of QCEW data integration, regional and federal staff are responsible for delivering requested technical information and documentation about QCEW extracts. This support includes explaining data definitions, extracting formats, and reporting protocols, ensuring that state teams have the knowledge and resources to implement changes effectively. Their advocacy extends to troubleshooting challenges, offering expertise, and ensuring that modernization efforts remain compliant with national standards.

Effective communication is a cornerstone of the regional office and federal staff roles during UI modernization. They are responsible for disseminating regular updates to state partners, such as quarterly RUMORS (Reports of Unemployment Insurance Modernization Operational Readiness Status) communications, which keep all stakeholders informed about project progress, upcoming changes, and federal priorities. By sharing these updates, regional and federal staff foster transparency and ensure that states remain aligned with national timelines and compliance requirements.

Regional and federal staff also coordinate and facilitate meetings focused on modernization issues, including topics like employer account number changes, significant data shifts, and technical challenges. These meetings provide a platform for states to raise concerns, seek

guidance, and exchange best practices. Through these communication efforts, regional and federal staff help states anticipate and address potential obstacles, build consensus, and promote a shared understanding of modernization goals and milestones.

Regional office and federal staff are instrumental in supporting the testing phase of UI modernization. They assist states in establishing Beta sites for testing extract data, ensuring that new systems handle QCEW and other labor market data accurately and effectively before full implementation. Their role involves collaborating with state teams to design test scenarios, monitor results, and identify any discrepancies or issues that may arise during the transition.

In addition to providing technical assistance, regional and federal staff work alongside states to analyze test outcomes and document findings. This collaborative approach helps maintain high standards of data quality and integrity, supports troubleshooting efforts, and ensures that all parties are prepared for a smooth transition at “go-live." By guiding and participating in testing activities, regional and federal staff reinforce the reliability and long-term success of the modernized UI system.

UI Modernization Team Roles and Actions

The UI Modernization team's primary responsibility centers on clear, proactive communication—serving as the conduit for updates and guidance to all stakeholders, including state and federal partners, program managers, and downstream data users. The team reviews the BLS website as a continually updated resource hub, engages with data stakeholders and partner programs through collaborative meetings and projects, and shares timely information about upcoming changes to support smooth transitions and compliance. By facilitating these actions, the team ensures transparency, fosters stakeholder engagement, and drives the successful implementation of modernization initiatives.

LMI Requirements for RFPs

When developing **Requests for Proposals (RFPs)** for UI modernization projects, it is essential to clearly articulate LMI data requirements, formats, business rules, and timeliness. This means specifying the types of LMI extracts needed, the reporting standards to be met, and the expected formats for data integration, required timelines and timeliness, completion testing and completion of interface prior to go-live. By outlining these

needs early in the procurement process, states help ensure that vendors understand the importance of LMI data and incorporate appropriate solutions into their proposals. Early attention to these requirements reduces the risk of costly revisions later and helps maintain compliance with federal reporting and workforce analysis standards.

It is equally important to address LMI data requirements during the system design phase. Project teams should collaborate with stakeholders—including state and federal partners, program managers, and downstream data users—to identify all necessary data flows, extraction protocols, and integration points. This collaborative effort ensures that the modernization project will support accurate, timely, and comprehensive LMI reporting. By prioritizing LMI data needs throughout the design process, states can facilitate smoother implementation, enhance data quality, and support effective decision-making for UI programs.

As part of the overall UI modernization project, states should include clear, measurable project goals for Labor Market Information in the RFP. For example, a project goal might state: “Ensure the modernized system supports automated, timely, and accurate extraction of LMI data for quarterly federal reporting, enables seamless integration with state workforce analysis tools, and maintains compliance with all applicable federal standards." By establishing such goals, states provide vendors with a focused direction for LMI deliverables and set expectations for system capabilities, data quality, and compliance from the outset.

Table 1: LMI Requirements for RFPs

State	Link
Nevada	Requirements
Tennessee	Requirements

Conclusion

Labor market data plays a foundational role in the modernization of UI systems. By leveraging detailed and timely labor market information, states can make more informed decisions that improve program effectiveness and responsiveness to changing economic conditions. Integrating this data into UI modernization efforts ensures that system upgrades

are not only technologically advanced but also rooted in real-world workforce trends. Such data supports policy development, program evaluation, and the allocation of resources, enhancing the overall impact and efficiency of UI systems.

States are strongly encouraged to prioritize and strengthen their data integration strategies during UI modernization. Enhanced data integration allows for more accurate tracking of employment patterns, better detection of fraud, and improved service delivery to claimants and employers alike. By sharing data across states and aligning information systems, states can facilitate quicker decision-making and provide more comprehensive support to stakeholders. These efforts not only result in better program management but also contribute to a more robust labor market analysis that benefits both state and federal partners.

Ongoing collaboration between UI agencies and the Bureau of Labor Statistics BLS remains essential for the long-term success of modernization initiatives. A coordinated approach ensures that data standards are maintained, best practices are shared, and new challenges are addressed collectively. By continuing to work together, states can drive innovation, improve the integrity of labor market statistics, and support the seamless implementation of modernization projects. This call to action underscores the importance of maintaining strong partnerships to achieve shared goals and sustain progress in the evolving landscape of Unemployment Insurance.

Resources

- **BLS Modernization Website**
  - Links to BLS, QCEW, LAUS, and LEHD data portals.
  - Guidance on integrating LMI into UI modernization projects.
  - Case studies and best practices from successful state implementations.
- **QCEW UI Modernization Checklist**