



ARC Annual Report 2025

Summary of Accomplishments

WID 3.0 transition support: Provided states with technical support on the transition to WID 3.0 through training, technical assistance and national data updates.

LEWIS: Bolstered program sustainability through cross-training and team restructuring as well as work to optimize the application for speed.

Employer Database: Facilitated the rollout of the updated contract with Data Axle, communicating with states on data availability, accessibility, and quality.

Collaborative Research and Resources: Facilitated multi-state collaboration to identify new, emerging, and obsolete occupations in 2025. Find reports and resources at [WIDCenter.org](https://widcenter.org)

Stakeholder Outreach: An ARC stakeholder survey prepared the group for strategic planning.

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2025 Overview

The Analyst Resource Center (ARC) is a collaborative partnership between the U.S. Department of Labor's Employment and Training Administration and a consortium of state Labor Market Information (LMI) offices. Our mission is to improve information and service delivery to customers in the employment, education and economic development sectors.

The ARC provides a range of products and services to support the many consumers of labor market and economic information. These include the design, development, and maintenance of the Workforce Information Database (WID), operation and implementation of the employer database master agreement, delivery of state and national data and research products through the ARC website (widcenter.org), training of state database administrators, collection and processing of state occupational license information, and administration and oversight of the Local Employment and Wage Information System (LEWIS).

The ARC provides essential tools and technical infrastructure that state LMI offices rely on to meet annual requirements under the U.S. Department of Labor Employment and Training Administration (ETA) Workforce Information Grant (WIG) training and employment guidance letter (TEGL). These services ensure that states can successfully deliver high-quality data and actionable insights that support the workforce development system nationwide.

The ARC grant is managed by the Minnesota Labor Market Information Office to facilitate a multi-state consortium and provide essential staffing support. This team is responsible for core deliverables such as maintaining the ARC website, providing essential software and data resources, managing occupational license submissions, LEWIS contract oversight, and connecting states with valuable tools and best practices. The consortium meets twice a year in person and virtually on a monthly basis.

For the ARC, 2025 was a year of transition. The group welcomed a new Chair and navigated turnover of technical staff in both the Minnesota LMI office and on the Utah ULMITA team. Consequently, while the primary focus was dedicated to transitioning the WID to version 3.0, other priorities included internal transition planning, knowledge documentation, website maintenance, and LEWIS upkeep. Strategic planning, originally slated for late 2025, was moved to January 2026 due to a federal government shutdown. This annual report outlines work completed in 2025.

WID 3.0 Training, Transition Support, and Data Updates

A well-structured and consistent database framework is essential for states to efficiently manage labor market data and produce reliable insights. The Workforce Information Grant (WIG) supports these database expenditures to ensure that all states adhere to a standardized approach of organizing and maintaining workforce data. This structure, known as the Workforce Information Database (WID), provides a common framework that enables consistency across states, making data integration, reporting, and analysis more efficient.

The ARC plays a key role in defining and maintaining the WID database structure, ensuring that it evolves alongside changing data needs and technological advancements. This work includes refining table definitions, updating field names for clarity, and incorporating feedback from states to improve usability. By adhering to a shared structure, states reduce duplication of effort and ensure their data systems remain compatible with federal reporting requirements and national workforce data initiatives.

Beyond standardization, the WID structure supports collaboration and resource-sharing among state LMI offices. A common database framework allows states to exchange methodologies, leverage centralized tools, and adopt best practices without having to develop custom solutions independently. This consistency also helps external partners—including researchers, policymakers, and software developers—access and interpret workforce data more easily, leading to more effective use of labor market information at both the local and national levels.

State LMI offices were required to bring their local WID structure into alignment with version 3.0 by July 2025. The ARC provided extensive support to states throughout this process, offering training, technical guidance, and necessary data updates. To facilitate this, updated WID 3.0 training [materials](#) were made available in January 2025, followed by an on-line training session attended by over 100 state LMI staff from around the country. The training slide deck is available [here](#).

Due to internal staff transitions, technical support for the WID 3.0 transition was initially provided by the Minnesota team before moving to Montana in June 2025. Ongoing support can be requested through ARC.DEED@state.mn.us. WID table updates are available at <https://data.widcenter.org/>.

LEWIS (Local Employment and Wage Information System)

The Occupational Employment and Wage Statistics (OEWS) program, a cooperative effort between the states and the federal Bureau of Labor Statistics (BLS), is a foundational resource for job seekers and workforce development because it provides wage and employment information at the occupational level. While the national OEWS survey produces wage and employment estimates for more than 830 occupations, many states also need data for locally defined regions that reflect state funding structures and other local needs. Access to labor market information for these areas is essential for evaluating the effectiveness of regional programs and interventions that support employers and job seekers.

The OEWS survey has sufficient sample to produce useful statistics for these local areas, but doing so requires sophisticated estimation and suppression processes. LEWIS was specifically designed to help states meet those requirements by producing local area occupational wage and employment data, along with the projections inputs needed to satisfy Workforce Information Grant (WIG) deliverables.

LEWIS was originally developed in North Carolina as a desktop application for aggregating OEWS survey data into state-specified regions while still following the detailed procedures and

suppression rules established by BLS. As more states recognized the value of producing reliable estimates for their own locally defined regions, the software was shared nationally.

Today, ongoing maintenance and support for LEWIS are provided by the Utah Labor Market Information Tools and Applications (ULMITA) team under the ARC grant. Over time, the software has been enhanced to include wage and occupation filters that allow states to conduct specialized research on topics such as minimum wage jobs and targeted occupation clusters. LEWIS also produces a critical input for state occupational projections, another required WIG deliverable. Following the 2022 BLS updates to the OEWS estimation methodology, which made it possible to publish smaller occupations but also greatly increased processing demands, LEWIS became the only available tool for states to conduct estimate reviews.

In 2025, the ULMITA development team focused significant effort behind the scenes on improving LEWIS performance. After finding that some optimizations that worked well in testing did not always deliver the same results in production, the team implemented targeted performance monitoring metrics. Those metrics now help the team track how LEWIS performs under different workloads and real-world usage conditions, making it possible to ensure that future updates produce real gains in speed and stability.

The team also devoted considerable effort in 2025 to managing staff transitions and strengthening the long-term sustainability of LEWIS support. Matt Steadman, who had served as LEWIS lead developer since 2018, moved into the role of ULMITA team manager. He used that transition as an opportunity to emphasize cross-training across the full development staff, reducing single points of failure and building broader LEWIS expertise throughout the team. That work is still ongoing, but it has already improved the team's ability to support the application. The team also welcomed developer Joe Skeen, who has already proven to be a valuable addition in a short time.

Employer Database

States are regularly called upon to answer questions about local employers, but state and federal data privacy laws often restrict the release of this information. To address this, the ETA, in collaboration with the ARC, procures a privately sourced dataset – the Employer Database – which allows states to answer these common queries without violating confidentiality.

Outreach to states has confirmed that this comprehensive dataset, currently supplied by Data Axle, remains a vital supplement to established labor market information. Workforce development partners rely heavily on these employer-specific details because they provide a level of granularity about individual employers not allowable from standard labor market data derived from unemployment insurance records. While ongoing concerns regarding data accuracy mean the database is used as a supplementary tool rather than a primary source, it remains one of the most frequently accessed resources in many LMI toolkits.

In the summer of 2025, the Department of Labor finalized a contract with the employer database vendor Data Axle and managed the rollout of data to states in August and December. The ARC

continues to act as the primary liaison between states and the vendor to ensure accessibility and quality of available data.

Licensed Occupations Data

Occupational licensing plays an essential role in maintaining professional standards, particularly in verifying the qualifications of workers who obtained their skills outside of four-year college degree programs. Occupational licensing helps consumers and employers who need verification of professional qualifications. Access to a comprehensive list of these licenses is essential for students, job explorers, education planners, and workforce professionals who need to know the employment qualifications required in various fields.

However, because the authority to issue licenses is decentralized, compiling a national list is difficult. Each state manages its own system and often delegates that authority to volunteer boards that operate independently. The ARC, in collaboration with state LMI offices, is the only source for a comprehensive national list of licensed occupations.

These data have been collected by state LMI offices as a WIG deliverable and submitted to the ARC annually since 1997. The ARC cleans, codes, and compiles this list into a searchable tool for publication on CareerOneStop.org. An API is also available that can deliver the data to other applications such as O*NET and Veterans' Resource organizations. These data are particularly valuable to military spouses who may frequently need to relocate across state lines and navigate different state licensing requirements. States that don't have a central location to look up license details can refer job seekers to the CareerOneStop.org application or ingest data from the API.

The WIDCenter.org website provides an option to compare licensure coverage across states. This requires significant effort provided by ARC staff in Minnesota. In recent years, most states submitted their license data near the June 30 deadline, creating two major periods of work. In July/August, all new submissions are incorporated into the primary database and reviewed. In February/March, any late submissions are processed into the database and a more in depth review occurs. This top level coding audit examines the state data, federal licenses, and license compacts. Communication about the license deliverable happens throughout the year and training materials are available at WIDCenter.org. Support is ongoing: States ask for assistance to improve their process and researchers have questions about the data source.

While the 2025 update was delayed due to staff transitions, the Minnesota ARC staff aims to complete this update by May 2026 with assistance from CareerOneStop.org staff.

Collaborative Research and Resources

The ARC has funded and engaged in collaborative research recently involving additional uses of real-time analytics (specifically job postings) as well as studies into emerging trends in the national occupational structure. As states increasingly seek more immediate labor market information, the ARC has funded projects to help navigate the varying costs, scopes, and usability of different data

sources. To better understand these options, several research projects on new, emerging, and obsolete occupations were completed in 2025.

- **New and Emerging Occupations:** Funded by the BLS, ARC members from North Carolina and Minnesota collaborated to explore occupational changes that fall outside the existing Standard Occupational Classification (SOC) structures. While both states used job-postings data for analysis, North Carolina used Lightcast and Minnesota used National Labor Exchange (NLX) data. Besides identifying specific shifts in occupations, this research provided valuable use cases and a comparative look at the strengths and weaknesses of each data platform. These findings are available on the WIDCenter.org “What’s New” [page](#) under the February 28th release. An additional [article](#) was published in September’s Minnesota Economic Trends.
- **Obsolete and Emerging Occupations:** With ARC funding, Illinois and Iowa collaborated to identify obsolete and emerging occupations within the 2018 SOC taxonomy. This analysis examined job titles reported to Illinois and Iowa by employers included in the BLS cooperative OEWS program samples from 2010 to 2018. The study successfully identified 11 obsolete and 11 emerging occupational candidates, providing proposed codes and definition updates where needed. The report can be found [here](#).
- **Accessibility Training Video and Resources:** A new rule on the accessibility of web content provided by state and local governments is going into effect in 2026. ARC members developed a short training [video](#) and list of [resources](#) targeted for LMI offices. LMI offices produce extensive web content and will be impacted by this rule change.
- **AI Skills in Job Postings:** In collaboration with CareerOneStop.org, the ARC embarked on research using NLx data to identify job postings that require AI skills. This project aligns with recent stakeholder feedback (see below) showing that over 50% of LMI directors are seeking more assistance with AI resources and analytics. A forthcoming article will detail the methodology and findings of this study.
- **State reports:** A search [tool](#) was added to the ARC website to provide access to each states’ WIG Economic Analysis and Performance reports.

Outreach

The ARC reaches out to state LMI staff and other stakeholders through regular channels including newsletters, surveys, virtual meetings, and in-person events. This year the ARC engaged in the following outreach activities.

Stakeholder Survey

The ARC collaborated with Wisconsin's LMI technical team to conduct a 15-question survey sent to all LMI state offices in October 2025. The survey asked questions regarding LMI operations, technology, and tools/resources such as AI. The results helped inform the ARC's strategic planning sessions to identify priorities for the coming year.

With a robust 70% response rate the survey provided a snapshot of how current resources are being utilized. Highlights identify that 57% of respondents utilize ETA and LMI community resources. Notably, 83% of respondents identified WIDCenter.org as their most vital tool, followed closely by the Council for Community and Economic Research (74%) and the National Association of Workforce Agencies (69%). These figures underscore the importance of these platforms as the backbone of current state operations.

Looking ahead, the survey results revealed a strong desire for technical advancement and deeper collaboration among states. At least half of respondents expressed a direct interest in receiving assistance with AI resources, advanced analysis, WID implementation, and dashboard development. Qualitative feedback highlighted several recurring themes, most notably the need for an improved user experience on WIDCenter.org and a desire for more structured training and shared resources. These insights directly informed the ARC's 2026 strategic planning and led to the formation of three new committees focused on communication, training, and technology.

Forum

The ULMITA team, which develops and supports LEWIS and projections software, also maintains a secure communications platform that enables state LMI offices to share methods, resources, and best practices. To enhance collaboration, the team recently overhauled the long-established Projections Forum, expanding it to include LEWIS and ARC topics. State users find the Forum to be a valuable tool for:

- Serving as a centralized platform for cross-state collaboration.
- Facilitating immediate peer-to-peer connections on state and regional labor market topics.
- Elevating local concerns in a shared, visible space for collective problem solving.
- Providing a searchable knowledge base that is more accessible than one-on-one communication.
- Ensuring information continuity despite staff turnover or restrictive local email policies.

The ARC and LEWIS forums continue to grow as essential resources, helping states efficiently collaborate and find solutions to common workforce data challenges.

WIDCenter.org What's New page

A new page was added to the [WIDCenter.org](https://www.widcenter.org) website to make it easy for stakeholders who are unfamiliar with the website to find resources and information about the ARC. Examples of resources that can be found on the [What's New](#) page include:

- A LMI accessibility training video and resources developed by the ARC consortium
- A search tool providing access to each state's WIG Economic Analysis and Performance report.

NASWA Annual Summit and WLMI Committee

The ARC participated in the NASWA Annual Summit WLMI Committee meeting in September and presented to LMI directors, staff, and partners. It continued to engage with this WLMI Committee throughout the year. The September presentation can be accessed on the Forum [here](#).

Meetings

The ARC consortium of states met in-person in April 2025 and in January 2026 (postponed from November 2025 due to the federal shutdown). Minutes for both are available [here](#) and presentations are available [here](#). In addition, the ARC consortium has been meeting monthly between in-person meetings to ensure that projects, progress, and information is shared throughout the year.