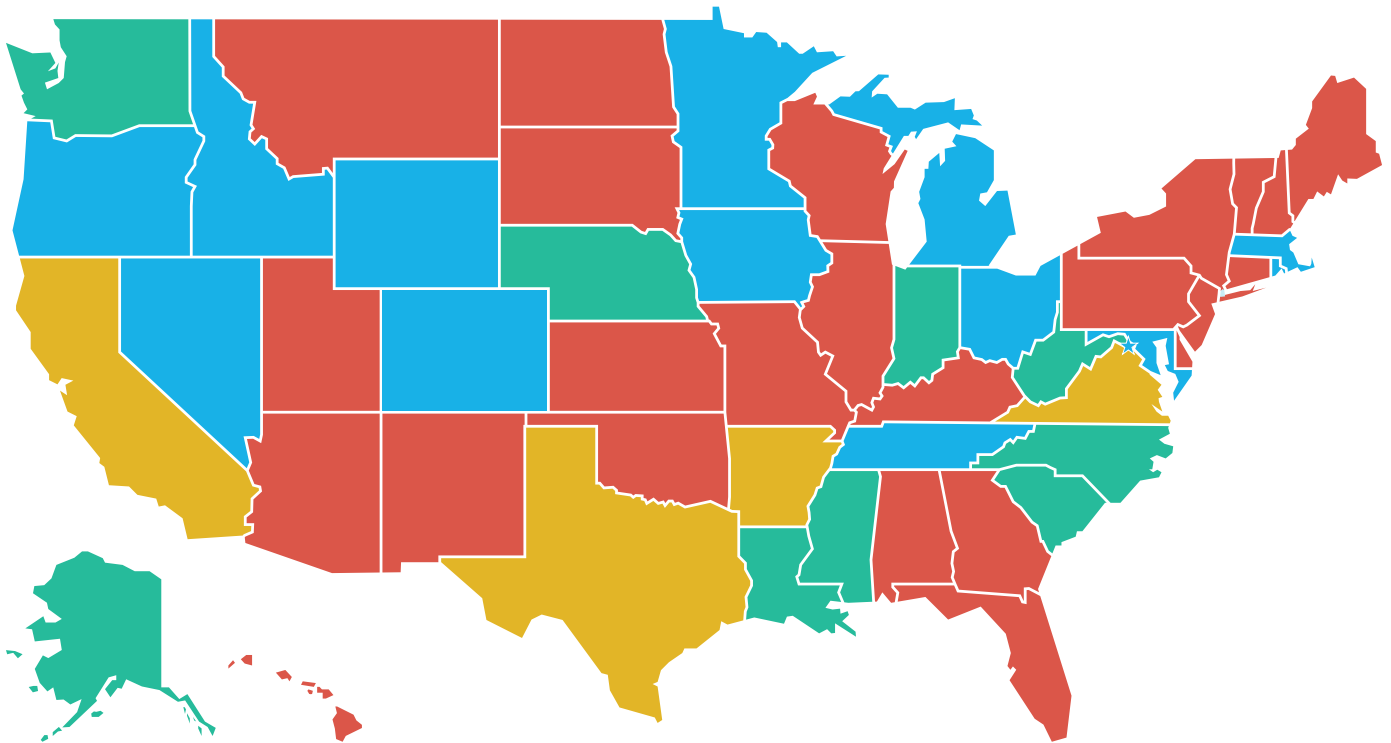


2.

Includes occupation, pay rate, and work location in wage record collections

By collecting these three additional elements through state unemployment insurance wage record systems, states can generate important insights relating to the alignment between education programs and economic opportunity, trends in new emerging jobs, graduates' geographic mobility, and the return on investment of education and training.



Element 2 Criteria	Rating	Total States
The state collects data on all three enhanced unemployment insurance elements (occupation, pay rate, and work location), or collects two of three with one being occupation.	Leading 	9
The state collects at least one of the three enhanced unemployment insurance elements but does not otherwise meet the criteria for Leading.	Advanced 	14
The state is in the process of implementing enhanced unemployment insurance record collection, or is advancing policy to implement such collections.	Developing 	4
The state does not collect any of the three enhanced unemployment insurance elements, and the state has no developing collections or policies identified through its response and Strada's research.	Foundational 	24

State	Rating	Description and Resource Links
Alabama	●	Alabama does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Alaska	●	Alaska collects both occupation (job title or SOC) and work location but does not collect pay rate. Additionally, Alaska matches wage records to data from the state's Permanent Fund Dividend program for residency status and tenure in the state along with other demographic information.
Arizona	●	Arizona does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Arkansas	●	Arkansas does not collect any of the three enhanced elements. The state is participating in the U.S. Chamber of Commerce Foundation Jobs and Employment Data Exchange initiative to improve employment data collection.
California	●	In 2022, California enacted SB 755 , requiring the California Workforce Development Board and Employment Development Department to develop and implement a plan to collect all three elements. In 2025, California proposed SB 575 , authorizing the California Franchise Tax Board to share personal income tax records with the Cradle-to-Career Data System, providing the SLDS with home residence.
Colorado	●	Colorado collects work location but does not collect occupation or pay rate.
Connecticut	●	Connecticut does not collect any of the three enhancements.
Delaware	●	Delaware does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Florida	●	Florida recently commissioned an analysis to collect all three elements, but Strada's research did not demonstrate any other emerging collection policy.
Georgia	●	Georgia does not collect any of the three enhanced elements.
Hawaii	●	Hawaii does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Idaho	●	Idaho collects pay rate (hours worked) on a voluntary basis but does not collect occupation or work location.
Illinois	●	Illinois does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Indiana	●	Indiana has collected occupation (SOC), work location, and worker type (fulltime, parttime, seasonal) on a voluntary basis since 2017. In 2025, the state passed legislation mandating the collection of SOC or job title and pay rate. This bill also added apprentice or intern to the worker type collection.
Iowa	●	Iowa collects work location on a voluntary basis but does not collect occupation or pay rate.
Kansas	●	Kansas does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Kentucky	●	Kentucky does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Louisiana	●	Louisiana collects occupation (job title or SOC) and pay rate (hourly rate) but does not collect work location.
Maine	●	Maine does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Maryland	●	Maryland collects pay rate (hours worked) on a voluntary basis but does not collect occupation or work location.
Massachusetts	●	Massachusetts collects pay rate (hours worked) and work location but does not collect occupation.
Michigan	●	Michigan collects work location on a voluntary basis but does not collect occupation or pay rate.

State	Rating	Description and Resource Links
Minnesota	●	Minnesota collects pay rate (hours worked) and work location but does not collect occupation.
Mississippi	●	Mississippi collects occupation (job title and SOC), pay rate (hours worked and hourly wage), work location, and worker type (full-time, part-time status, hourly, salaried, or commissioned) on a voluntary basis.
Missouri	●	Missouri does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Montana	●	Montana does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Nebraska	●	Nebraska collects occupation (job title), pay rate (hours worked) on a voluntary basis but does not collect work location.
Nevada	●	Nevada collects work location (county) on a voluntary basis but does not collect occupation or pay rate.
New Hampshire	●	New Hampshire does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
New Jersey	●	New Jersey does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
New Mexico	●	New Mexico does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
New York	●	New York does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
North Carolina	●	North Carolina collects occupation (SOC code) and pay rate (hours worked) on a voluntary basis but does not collect work location.
North Dakota	●	North Dakota does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Ohio	●	Ohio currently collects work location and plans to collect occupation in the future. The Ohio Department of Jobs and Family Services is considering a skills-based reporting system.
Oklahoma	●	Oklahoma does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Oregon	●	Oregon collects pay rate (hours worked) but does not collect occupation or work location.
Pennsylvania	●	Pennsylvania does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Rhode Island	●	Rhode Island collects pay rate (hours and weeks worked) but does not collect occupation or work location.
South Carolina	●	South Carolina began collecting occupation (SOC code) and hours worked on a required basis in 2024. South Carolina does not collect work location.
South Dakota	●	South Dakota does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Tennessee	●	Tennessee is collecting occupation (SOC) on a voluntary basis and exploring other enhancements.
Texas	●	In 2025, the Texas legislature adopted a budget and implementing legislation to collect occupation, work location, and worker type (full-time, part-time, remote). Additionally, the Texas Higher Education Coordinating Board is integrating third-party sources to supplement job title and skill information in integrated education-to-employment data.
Utah	●	Utah does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Vermont	●	Vermont does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.

State	Rating	Description and Resource Links
Virginia	●	In 2025, Virginia adopted a budget and an interagency memorandum with commitments to collect job title, pay rate and work location.
Washington	●	Washington collects occupation (job title and SOC) and pay rate (hours worked). The state does not collect work location.
Washington, D.C.	●	The District of Columbia collects pay rate (hours worked) but does not collect occupation or work location.
West Virginia	●	In 2022, West Virginia enacted SB 548 to collect job title and work location, but the legislation does not include pay rate. Statewide collection commenced in January 2024, and the state is now positioned to use the data in education-to-employment analysis.
Wisconsin	●	Wisconsin does not collect any of the three enhanced elements, and Strada's research did not demonstrate any emerging collection policy.
Wyoming	●	Wyoming collects pay rate (hours worked) on a voluntary basis but does not collect occupation or work location.

About Strada Education Foundation

We collaborate with learners, educators, employers, and policymakers across the U.S. to bring to life a postsecondary education and training ecosystem that provides equitable pathways to opportunity.

strada

EDUCATION FOUNDATION

Learn more at strada.org/state-opportunity-index