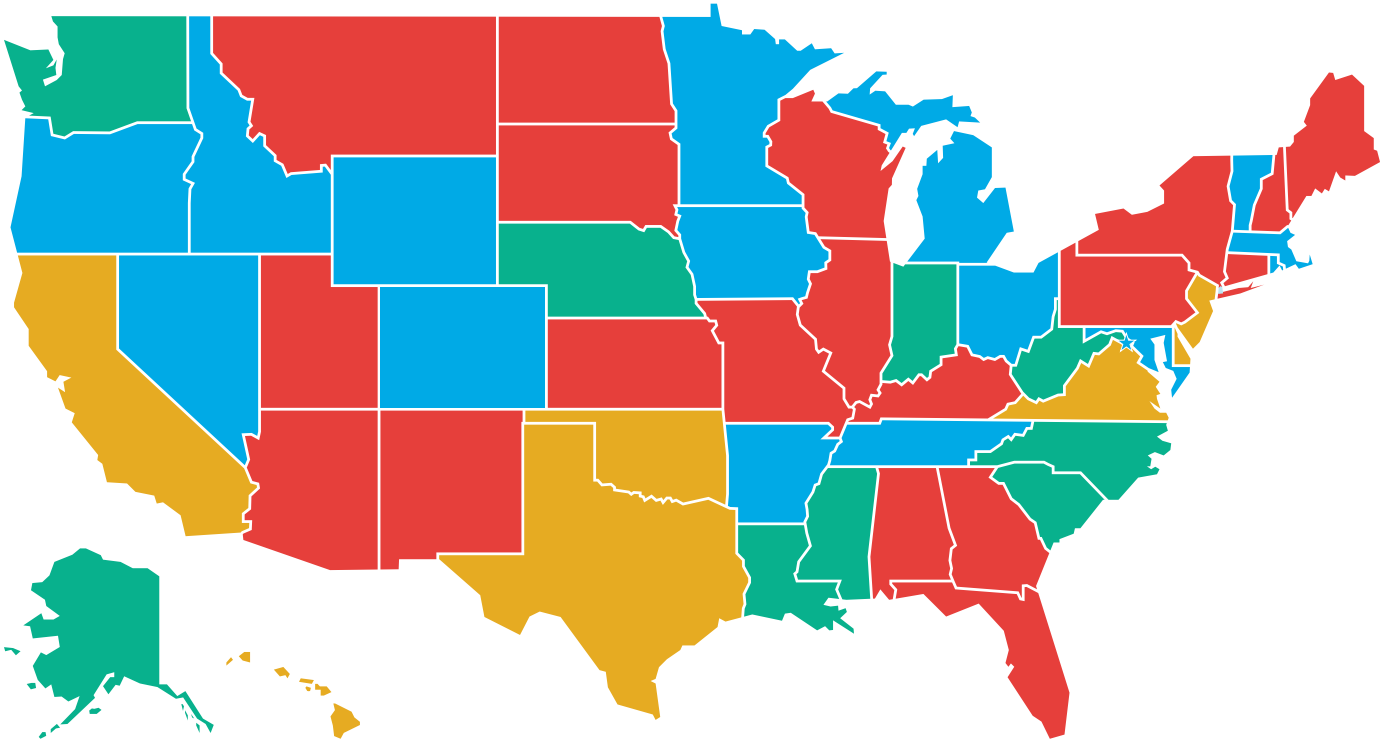
2. Includes occupation, pay rate, and work location in wage record collections

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	16
The state is in the process of implementing enhanced unemployment insurance record collection, or is advancing policy to implement such collections.	Developing	7
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	19

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
Alabama		Alabama does not collect any of the three enhanced elements, and Strada's research did not demonstrate an 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 an emerging collection policy.
Arkansas		Arkansas collects occupation (job title) on an optional basis and birth date.
California		In 2026, California proposed SB 1054, requiring the Employment Development Department to collect occupation, hours worked, and worker type.
Colorado		Colorado collects work location but does not collect occupation or pay rate.
Connecticut		Connecticut does not collect any of the three enhanced elements, and Strada's research did not demonstrate an emerging collection policy.
Delaware		In 2025, the state received a Department of Labor Workforce Data Quality Initiative grant to implement enhanced wage record collections. Delaware is developing collections of occupation (SOC code) and work location.
Florida		Florida does not collect any of the three enhanced elements, and Strada's research did not demonstrate an emerging collection policy.
Georgia		Georgia does not collect any of the three enhanced elements, and Strada's research did not demonstrate an emerging collection policy.
Hawaii		In 2025, Hawaii enacted legislation establishing a Data Sharing and Governance Working Group and charged this body with reviewing the ability to collect occupation, pay rate, and work location through its unemployment insurance wage record system.
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. Illinois has statutory authority to collect these elements (820 ILCS 405/1402(C)) but has not initiated administrative rulemaking for collection.
Indiana		In 2025, the state passed legislation mandating the collection of occupation (SOC or job title), pay rate, and worker type (full-time, part-time, seasonal, intern, or apprentice). Indiana leverages these enhancements in PIVOT, the state's workforce recommendation engine.
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 an emerging collection policy.
Kentucky		Kentucky does not collect any of the three enhanced elements, and Strada's research did not demonstrate an emerging collection policy.
Louisiana		Louisiana collects occupation (job title or SOC) and pay rate (hourly rate) but does not collect work location. The state uses occupation in postsecondary education-to-employment analysis.
Maine		Maine does not collect any of the three enhanced elements, and Strada's research did not demonstrate an 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.

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
Minnesota		Minnesota collects pay rate (hours worked) and work location but does not collect occupation. The state uses hours worked in education-to-employment analysis.
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 an emerging collection policy.
Montana		Montana does not collect any of the three enhanced elements, and Strada's research did not demonstrate an emerging collection policy.
Nebraska		Nebraska collects occupation (job title) and 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 an emerging collection policy.
New Jersey		In 2026, New Jersey introduced legislation to collect occupation (job title), pay rate (hours worked), and work location (address).
New Mexico		New Mexico does not collect any of the three enhanced elements, and Strada's research did not demonstrate an emerging collection policy.
New York		New York does not collect any of the three enhanced elements, and Strada's research did not demonstrate an 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 an emerging collection policy.
Ohio		Ohio collects work location. The state is implementing collections of occupation (job title) and pay rate (hours worked).
Oklahoma		In February 2026, Governor Stitt issued an executive order directing the Oklahoma Employment Security Commission in collaboration with the Oklahoma State Regents for Higher Education to collect occupation or job title, hours worked, and work location.
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 an 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. The state is now using these enhancements in postsecondary education-to-employment analysis.
South Dakota		South Dakota does not collect any of the three enhanced elements, and Strada's research did not demonstrate an emerging collection policy.
Tennessee		Tennessee is collecting occupation (SOC) on a voluntary basis and exploring other enhancements.
Texas		Texas is implementing collections of 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 an emerging collection policy.

Leading Advanced Developing Foundational

State	Rating	Description and Resource Links
Vermont		Vermont currently collects hourly pay rate and is planning to replace this element with hours worked. The state does not collect occupation or work location.
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.		Washington, D.C. collects pay rate (hours worked) on a voluntary basis through its quarterly unemployment insurance wage records. Washington, D.C. does not collect occupation or work location.
West Virginia		West Virginia collects job title and work location on a required basis but does not collect pay rate. The state is now using these enhancements in postsecondary education-to-employment analysis.
Wisconsin		Wisconsin does not collect any of the three enhanced elements, and Strada's research did not demonstrate an 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