

- ▶ DOES
- ▶ DBH
- ▶ DDS
- ▶ DHS
- ▶ OCTO
- ▶ OSSE
- ▶ UDC-CC
- ▶ WIC

☆☆☆ GOVERNMENT OF THE DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR



CAP ▶ STAT

VendorSTAT Follow-up



Objectives & Key Questions

Objectives:

- To demonstrate the current state of data relating to Workforce Development programs
- To determine next steps toward the ultimate goal of creating a vendor scorecard

Update since we last met:

- Data bump with DC employment data and records to understand the current state of programmatic data
- Data bump with WRIS data set, matching DOES, UDC and WIC data
- Council legislation “*Workforce Development System Transparency Amendment Act of 2018*” requires the WIC to report on workforce development programs

Limitations:

- Access to participant level data through WRIS is limited to DOES
- Data is only as good as the records we keep.
- Missing SSN can cause missed information.
- Data is only agency level, not program level. Vendor performance data cannot be publicly shared.

Next steps for developing a vendor scorecard

- Create project plan, scoping, and timelines. Determine owner agency.
- Determine best mechanism for data sharing.



WIOA has 6 Primary Indicators of Performance

Measure	Definition	Focus for today's STAT
Employment Rate - 2nd and 4 th Quarter After Exit <ul style="list-style-type: none"> Title I Youth Education and Employment Rate 	The percentage of participants who are in unsubsidized employment during the second and fourth quarter after exit from the program <ul style="list-style-type: none"> For title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second and fourth quarter after exit 	←
Median Earnings - 2nd Quarter After Exit	The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program	←
Credential Attainment	The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program.	
Measurable Skill Gains	The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.	
Effectiveness in Serving Employers	Currently testing two of the three (in bold) suggested ways to measure this outcomes: <ul style="list-style-type: none"> Retention with the same employer - addresses the programs' efforts to provide employers with skilled workers; Employer Penetration Rate - addresses the programs' efforts to provide quality engagement and services to all employers and sectors within a State and local economy; and <i>Repeat Business Customers - addresses the programs' efforts to provide quality engagement and services to employers and sectors and establish productive relationships with employers and sectors over extended periods of time.</i> 	



Measuring Performance

Focus was on the first two measures under WIOA

- Data analysis was done by matching participants in FY16 programs by Social Security Number with employment records from the 4 quarters after they 'completed' the program.
- The definition of 'completed' was defined by each agency.

Moving forward, analysis will align with WIOA definition for 'exiters' from the program:

- *"The date of exit from the program is the last date of service. The date cannot be determined until 90 days have lapsed since the participant received his last services and no future services are planned."*

The data analysis was conducted on two data sets:

- DC Employment Records
- WRIS 2 (Wage Record Interchange System) Employment Records - for DOES, WIC, and UDC participants exclusively
- WRIS 2 signatories include 43 states, DC and Puerto Rico. States include Maryland, Delaware, New Jersey, North Carolina, Pennsylvania. Excludes Virginia and West Virginia (among others).

WRIS 2 participant level data is limited to DOES.

DOL is working on an updated data sharing agreement - SWIS - which may provide additional opportunity for data sharing.



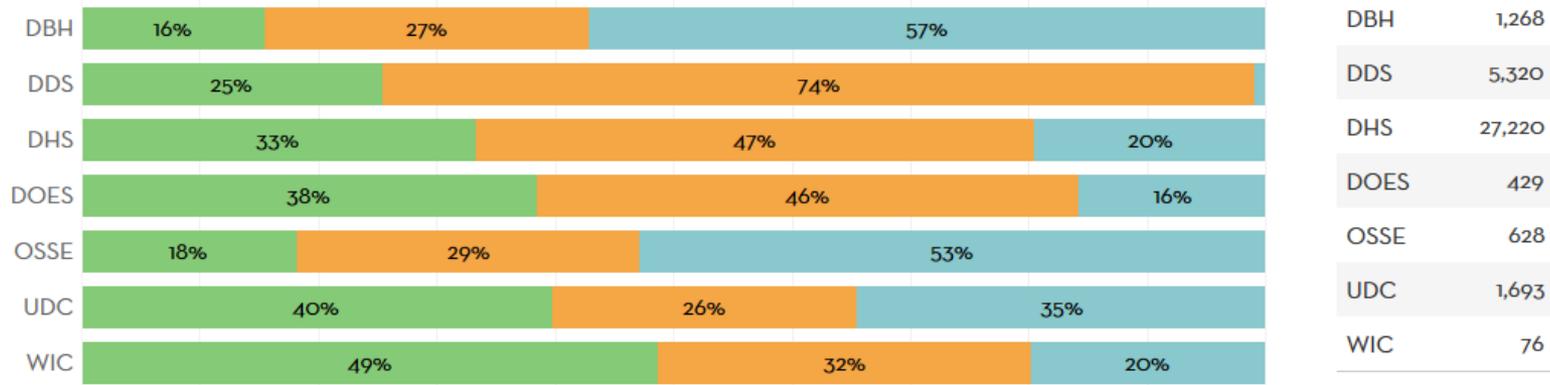


Employment Records Data bump results

DC Employment Records	Agencies Involved	WRIS 2 Employment Records
DOES; DBH; DDS; DHS; OSSE; UDC-CC; WIC		DOES UDC-CC WIC
~9,000 each quarter	Number of Records Bumped ***Numbers don't include ~3,000 OSSE students without recorded SSNs	370 - 1,460 depending on the quarter
32%	Had Reported Wage Data - the only group we have real information on	59%
49%	No Reported Wage Data - could be unemployed in the quarter OR employed outside of the District	21%
19%	Didn't Match - This group did not have any wages reported during the two year bump. Could be incorrect record or not have wages for that time.	19%

DOES Data Bump Results

■ Wages Found
 ■ No Wages Found
 ■ Unmatched



If we include those without a SSN in OSSE's program data sample, the 'unmatched' percentage increases to 98%. OSSE programs are not required to collect SSNs. OSSE does collect participant information through a post-program survey, which has a response rate average of 60%.



Wages Found: DOES matched with wages for the participant in the quarter.

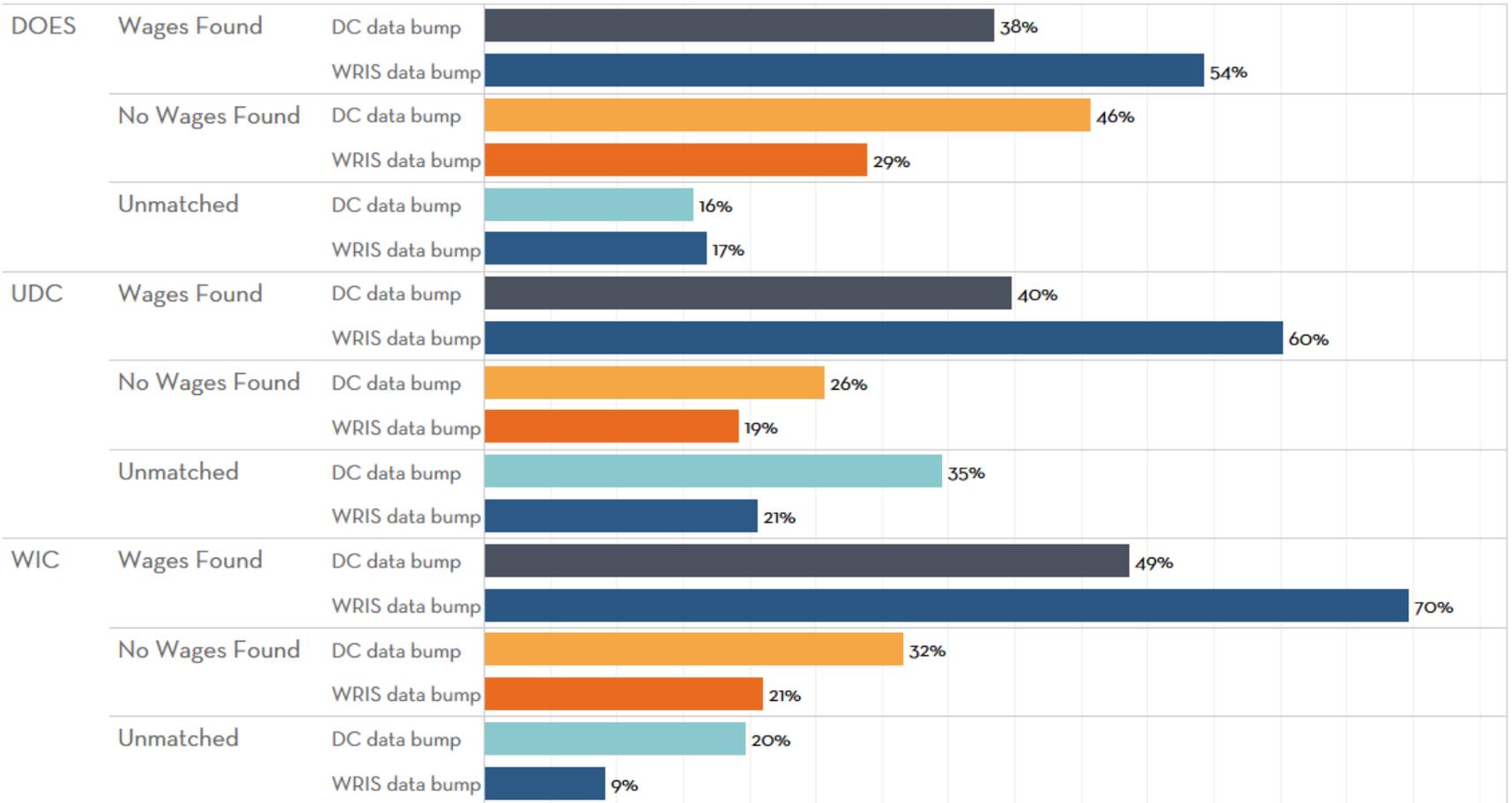
No Wages Found: DOES did not have wages recorded for the participant in that particular quarter; the participant matched with wage records for a different quarter.

Unmatched: DOES did not find record of the participant in DC employment records.

DC Employment Records provided employment information for 32% of participants in a given quarter



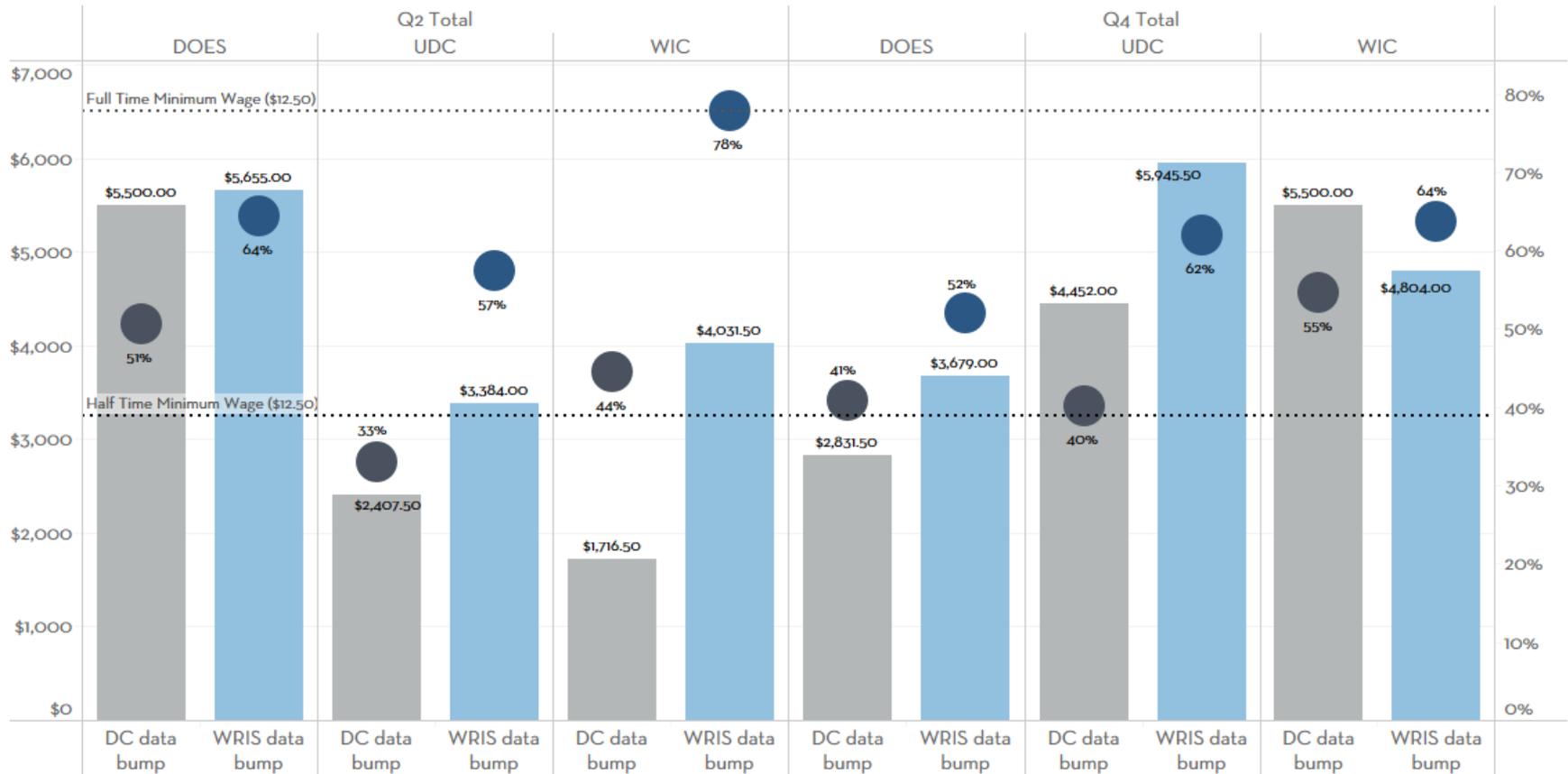
DC Records vs WRIS Records, Agency Breakdown



WRIS data provided employment records for 59% of DOES, UDC and WIC participants, compared with 40% from DC employment records.



Median Wages with WRIS Data



Circles represent the % of participants with wages reported. Bars represent the median wages for the group of *matched participants who had wages reported*. If the group included those without wages reported and those not matched, median wages would be \$0 in nearly every case.

WE ARE WASHINGTON DC As more participants are matched within the dataset, the likely accuracy of median wages increases





“Workforce Development System Transparency Amendment Act of 2018.” Effective May 5, 2018.

Requires the WIC to develop an annual “Workforce Development System Expenditure Guide” starting in 2019, on workforce development and adult education programs.

Reporting includes:

- Funding information (revenue type, cost per participant, etc.)
- List of services provided
- Names of training courses
- Sectors and occupations of focus
- Number of participants
- Breakdown of participants by race and gender
- Performance metrics must include, the following measures using DC’s UI wage data:
 - Participant completion rate (*only required after 2020*)
 - Any performance outcome targets adopted by the agency or set in accordance with local or federal law
 - The same performance outcome measures required by WIOA, excluding measures of effectiveness at serving employers (*only required after 2020*)
- Reporting includes both program and provider information.

Report in 2019 must include: DDS; DOES; DCHR; DHS; DMGEO; OSSE and WIC. Reporting in 2020 must include those agencies, plus all others that manage, administer, oversee or funds workforce development or adult education programs

The WIC was funded with two FTEs to support this effort.





Next Steps

- ◆ Finalize the scope of the Vendor Scorecard reporting project
 - ◆ Determine owner agency for the process of developing scorecard
 - ◆ Implementation timeline and funding analysis
 - ◆ Develop process to come to agreement on measures
 - ◆ Work with vendors to socialize idea and measures
 - ◆ Data collection, sharing and analysis, including process for regular access to WRIS data and analysis, either centralized through one agency or by individual agency owners:
 - ◆ Next steps for SWIS data sharing agreement; alternatively, determine what DOES would require in order to do the analysis on behalf of WIOA funded agencies moving forward.
 - ◆ Integrate other agency data collection methods, including OSSE's participant surveys (~60% response rate on program outcomes)
 - ◆ Finalize updated "Data Use Agreement" to continue to share data and do the updated analysis.
- ◆ Update of contracts
- ◆ Website development
- ◆ Ensure project meets requirements of "Workforce Development System Transparency Amendment Act of 2018"





Appendix





DC Data Vault Implementation Timeline – Updated

◆ Onboarding Implementation Phase 1 – June 2017 thru October 2018

- DOES – AJCs
- DHS – TANF
- DDS/RSA
- New OSSE AFE Sub-Grantees

◆ Professional Development/Technical Assistance – June 2017 thru December 2018

◆ WIC Data Vault Working Group – July 2017 thru October 2018

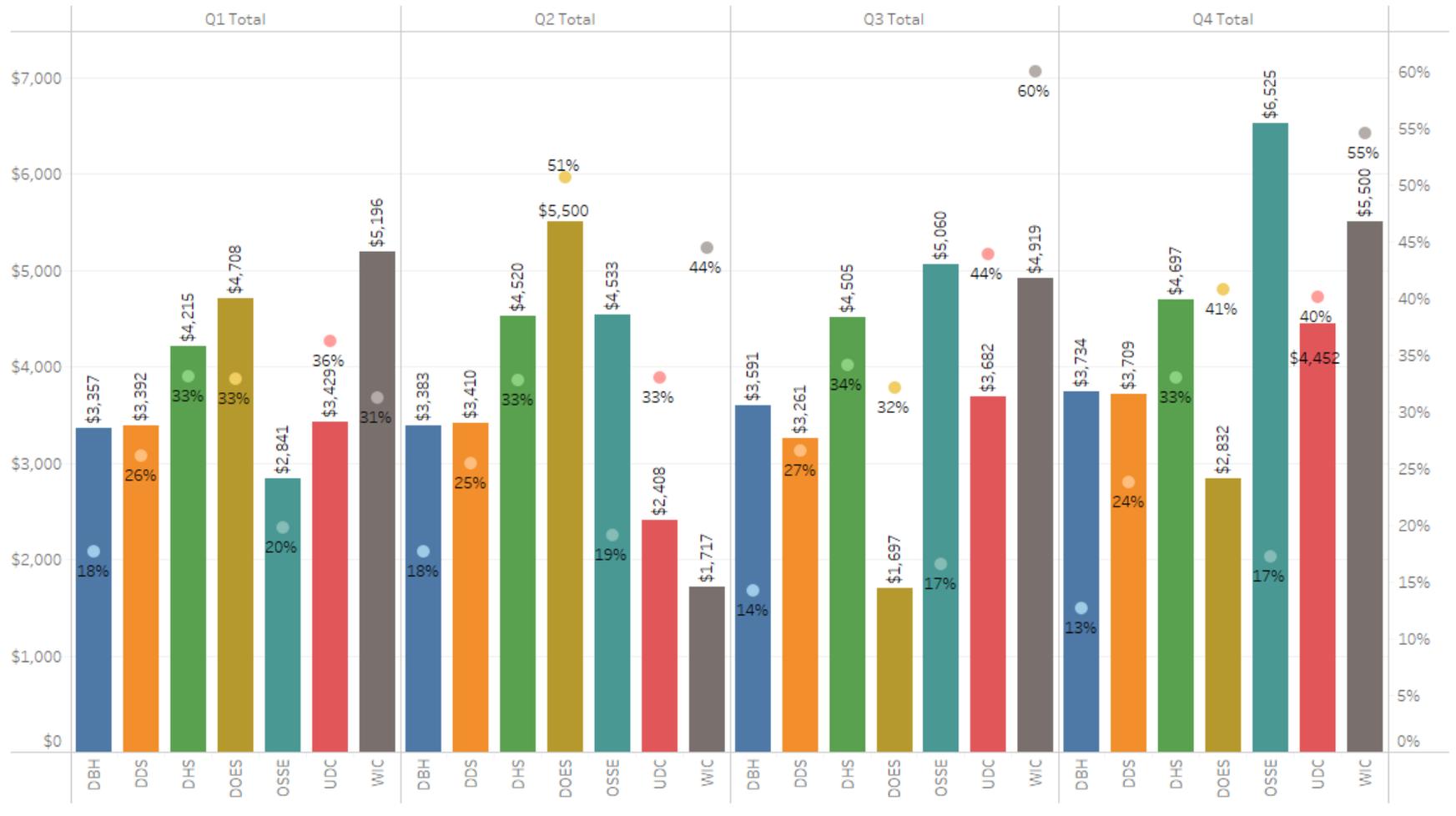
- Convene WIOA Core Partners to move DC towards universal implementation of the Data Vault in alignment with the District's commitment to adopt a shared intake, assessment, and referral system included in the WIOA Unified State Plan.

◆ Onboarding Implementation Phase 2 – November 2018 thru October 2019

- WIC's Eligible Training Provider List
- UDC CC
- Adult-Serving DCPS and Charter Schools
- DOES – OYP, TEP, and CC



Median Wages DC Data Bump





Previous STAT Slides



Barriers to Scorecard Implementation: Data Issues

- Some participants may not have SSN's or valid SSN's
- Have not reached consensus on a definition of "completed"
- Have not reached consensus on how to incorporate information about the populations being served, the type of service provided, or the amount spent on participants in each program.
- UI data doesn't provide whether the participant was working full time or part time, or how many days in the quarter they worked. (CA supplemented with survey data)
- How to we set benchmarks for determining success? How does it vary by the population being served?
- Cannot disaggregate vendors by the type of services provided unless the vendor only provides one service.
- 14.1 percent of DC employees work for the federal government but DOL is suspended FEDES in January 2018, which allows DC to access employment and wage data for federal employees. Without that system, anyone who leaves a training program to enter federal service would be considered unemployed.
- SNAP E&T does not have authority to share participant SSNs for the purpose of performance management

What Other States Have Done: California

Stars for :

- Increased Earnings
- Attainment of Regional Living Wage
- Employment in field of Study



CALIFORNIA COMMUNITY COLLEGES
CHANCELLOR'S OFFICE

STRONG WORKFORCE STARS Workforce Outcomes eShowcase

★★★ STRONG WORKFORCE STARS ★★★

Advancing Students' Social Mobility & Economic Outcomes

Pages: [1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#) [10](#) [11](#) [12](#) [13](#) [14](#) [15](#) [16](#) [17](#) [18](#) [19](#) [20](#) [21](#) »

★★★ **College of San Mateo**
Electrical Power Systems and Instrumentation Certificate

Students who participate in this program boost their earnings by 81%, and 92% attain the regional living wage. [More >>](#)

★ **Evergreen Valley College**
Advanced Manufacturing

Students who participate in this program boost their earnings by 80%. [More >>](#)

★ **Evergreen Valley College**
Automotive Technology

Students who participate in this program boost their earnings by 79%. [More >>](#)

★ **Evergreen Valley College**
Accounting

Students who participate in this program boost their earnings by 69%. [More >>](#)

★★★ **College of San Mateo**
Entrepreneurship

Students who participate in these courses boost their earnings by 65%, and 94% of students who participate in this program get a job in their field of study. [More >>](#)

Filter by:

College

Region

Type of Criteria

Number of Stars Awarded

Find Stars

STRONG WORKFORCE STARS CRITERIA

The top five programs in 12 industry sectors, based on

- ★ Increase in earnings
- ★ Attainment of regional living wage
- ★ Employment in field of study

What Other States Have Done: Colorado

COTrainingProviders.org

Filter Results



Health Science

FUNDING ELIGIBLE

DISTANCE FROM PROVIDER

Zip Code

- < 60 miles
- 60 - 150 miles
- > 150 miles
- Programs 100% online

TOTAL COST

- < \$1000
- \$1000 - \$5000
- > \$5000

CREDENTIAL

Showing programs in Program Category: Health Aide. 584 - FRONT RANGE COMMUNITY COLLEGE

Sort by: PROGRAM

PROGRAM	PROVIDER	CREDENTIAL
7079 - ESL Healthcare Bridge Certificate	582 - Community College of Aurora - Lowry Campus <i>Public 2 yr</i>	Certificate

584 - FRONT RANGE COMMUNITY COLLEGE

<http://www.frontrange.edu/> | 303-404-5105
Larimer Campus, 4616 S. Shields Street, Fort Collins CO 80526 [map](#)

6262 - Culinarian

AWARD TYPE
ASSOCIATES - LIBERAL ARTS (A.A.S.)

[PROGRAM DETAILS](#) [PROVIDER DETAILS](#)

PROGRAM OVERVIEW

PROGRAM PROVIDER	Front Range Community College
PROGRAM CIP CODE	52.0901
PROGRAM CIP TITLE	Hospitality Administration/Management, General.
PROGRAM WEBSITE	http://frontrange.smartcatalogiq.com/en/2016-2017/Catalog/Degrees-and-Certificates/Hospitality-and-Culinary-Arts-Management/Hospitality-and-Culinary-Arts-Associate-of-Applied-Science-Degrees/Culinarian
PROGRAM CONTACT	https://www.frontrange.edu/getting-in/admissions
DESCRIPTION	This two year program offers a range of courses that provide training in the various aspects of the hospitality industry. The program is designed to prepare students with the necessary skills and knowledge for careers that include entry level management position in the lodging, catering, tourism, institutional services and restaurant fields.
DURATION	75 Weeks
PREREQUISITE SKILLS	Assessment testing is required for all students. Students who are reading at college-level and place into CCR 093 or above and MAT 050 or above may begin this program of study. Students scoring below this level should consult with a Faculty Member before registering for courses in this program of study.
AVAILABLE FOR ENROLLMENT	Available
PROGRAM TOTAL CREDIT HOURS	62
PROGRAM TOTAL CONTACT HOURS	1140

What Other States Have Done: Nevada



NSHE Student Completion and Workforce Report - Part I For Fall 2002 First Time Freshmen

Table 1.2 - Completion and Time To Degree By Program of Study, Community Colleges

Institution	Major	Number of Students By Major	Percent of Students who Earned an Associate's Degree or Certificate	Average Years to Degree For Associate's Degrees (2 Terms = 1 Year)	Of those who graduated, the % of students who completed an Associate's Degree within 100% time to degree (2 yrs)	Of those who graduated, the % of students who completed an Associate's Degree within 150% time to degree (3 yrs)	Of those who graduated, the % of students who completed an Associate's Degree within 200% time to degree (4 yrs)
S		68	25.00%	5	20.00%	0.00%	20.00%
S		*	50.00%	2	100.00%	0.00%	0.00%
		8	12.50%	0	0.00%	0.00%	0.00%
		10	0.00%	0	0.00%	0.00%	0.00%
S		722	11.36%	5	5.26%	15.79%	19.74%
		60	25.00%	4.5	33.33%	0.00%	6.67%
		151	13.91%	6.5	0.00%	10.53%	31.58%
		47	8.51%	6	0.00%	50.00%	0.00%
		40	15.00%	7.5	20.00%	20.00%	0.00%
		7	14.29%	3	0.00%	100.00%	0.00%
		*	0.00%	0	0.00%	0.00%	0.00%
	BANKING AND FINANCE						
	BIOLOGICAL SCIENCE	16	18.75%	3.5	0.00%	0.00%	100.00%
	BIOTECHNOLOGY	*	0.00%	0	0.00%	0.00%	0.00%
	BOOKKEEPING	*	100.00%	0	0.00%	0.00%	0.00%
	BUILDING	10	10.00%	0	0.00%	0.00%	0.00%



NPWR Reports

NPWR's dynamic reporting functionality provides Nevadans with unprecedented insight into education and workforce outcomes. Explore the reports below to discover how NPWR is helping Nevadans make data-driven decisions.



ACT Benchmark - NEW

At NSHE institutions, ACT scores for placement into a college-level English or Mathematics course are based on the ACT College Readiness Benchmark Scores of 18 for English and 22 for Mathematics. In order to validate the ACT College Readiness Benchmark Scores at the state level, the NPWR ACT Benchmark Report provides, by state and district, the post-secondary performance of Nevada public high school graduates in remedial and college-level courses based on the highest ACT score from the senior year administration of the ACT assessment.



Average Wage by Industry

The Average Wage by Industry Report measures the highest average wages earned across Nevada. This report drills through to show wages by county and by industry for a given year.



ABC Job Training

123 North Dakota Ave, SW
Washington, DC 12345
www.abcjobtraining.com

*Insert a description of vendor here.
This is placeholder text and will be
filled in with information about actual
vendor.*

SCORECARD

Overall Rating:



(3 out of 5 Stars)

Population(s) Served



Adults

Occupation Type



Electrician

Credential(s) Earned



Electrician I Certificate

Program Cost



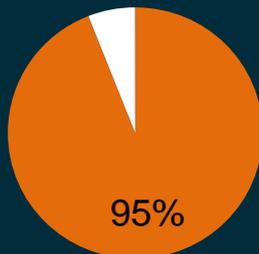
\$500/person

Completion Time

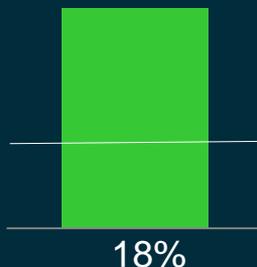


12 months (avg)

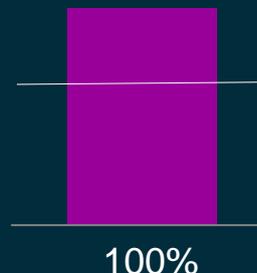
Completion Rate



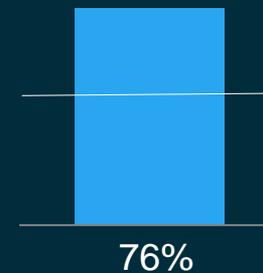
Gained Unsubsidized Employment Six (6) Months After Training



Increase in Average Wages Six (6) Months After Training



Customer Satisfaction Survey (Average Rating)





Next Steps

Population(s) Served



This data is available.

Occupation Type



This data has not been validated and cannot be provided for the employment type of the participant after leaving the program.

Completion Time



Do not have a common definition across agencies.

Credential(s) Earned



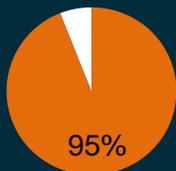
This data is available.

Program Cost



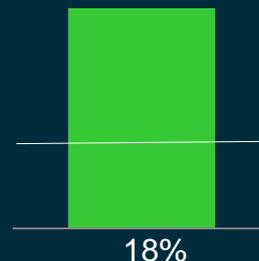
This data is available.

Completion Rate



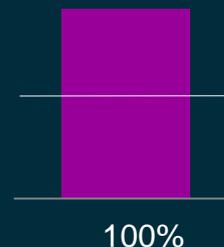
Without a common definition across agencies may not be comparable.

Gained Unsubsidized Employment Six (6) Months After Training



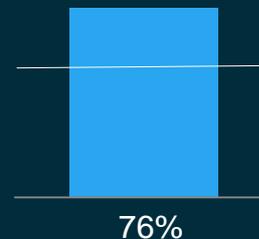
Would not include federal employees, or those employed in VA or MD.

Increase in Average Wages Six (6) Months After Training



Can only be based off of quarterly wage data from UI database.

Customer Satisfaction Survey (Average Rating)



A survey would have to be developed in order to share a customer satisfaction measure.





Next Steps: Major Steps for Implementation

- ◆ Agreement on measures
- ◆ Implementation timeline and funding analysis
- ◆ Work with vendors to socialize idea and measures
- ◆ Data collection, sharing and analysis
- ◆ Update of contracts
- ◆ Website development
- ◆ Others?

