DATA SHARING, SYSTEM PERFORMANCE, AND WIOA COMMON METRICS WORKGROUP

April 9th, 2015

Workgroup Objective

- This workgroup will share information about existing data systems, performance measures, and will identify possibilities, requirements, and will conduct both needs and capacity assessments for implementing WIOA common performance metrics for core programs and will also act as an advisory body to facilitate and implement possible data-sharing and data-matching requirements for cross-system measurement of education and workforce outcomes.

Goals For This Meeting

- Connecting Performance to Policy
  - WIOA performance metrics and skills attainment
  - Preview “how” we will be measured by DOL/DOE
- Review & discuss DOL/DOE joint proposed rules for performance accountability
- Review & discuss program partner draft matrix
- Next Steps
  - Discuss volunteer partner presentations

Connecting Performance to Policy

- Implement WIOA performance metrics
  - You get what you measure
  - WIOA's policy emphasis is skills attainment relevant to labor market need
  - WIOA measures provide greater emphasis on skills attainment and placement in jobs relevant to training

Connecting Performance to Policy

Indicator/Program	Title II Adult Education	Title IV Rehabilitative Services	Title I Adults	Title I Dislocated Workers	Title I Youth	Title III Wagner -Peyser	Average Indicator Score
Employment 2nd Quarter After Exit							1
Employment 4th Quarter After Exit							2
Median Earnings 2nd Quarter After							3
Credential Attainment Rate						N/A	4
Measurable Skills Gain	Phased-in	Phased-in	Phased-in	Phased-in	Phased-in	N/A	5
Effectiveness in Serving Employers	Phased-in	Phased-in	Phased-in	Phased-in	Phased-in	Phased-in	6
Average Program Score	7	8	9	10	11	12	-

WIOA Joint Proposed Rules for Performance Accountability

- Planning
  - Integrate workforce and education data on core programs to ensure operability of data systems for reporting purposes
  - Intended to support State longitudinal and data quality initiatives
  - Integration for reporting “to the extent possible”

WIOA Joint Proposed Rules for Performance Accountability

- Participants
  - When a “reportable individual” meets a programmatic threshold of staff-assisted service
    - W-PA Employment Services use “participant” definition for performance calculation
- Exit
  - 90 days without a staff-assisted activity “last date of service”
    - Program-exit or common exit?
  - VR participant exits date caseload closed
    - Excluded from “exit” are those below subminimum wage

Comment: When does staff-assisted begin; what types of activities count toward an exit; and program-exit or common exit for reporting

Review WIOA Performance

- WIOA establishes common measures for core programs:
  - WIOA Adult, Dislocated Worker, and Youth (Title I)
  - Adult Education and Family Literacy Act (AEFLA) (Title II)
  - Wagner-Peyser Employment Services (Title III)
  - Vocational Rehabilitation (Title IV)

- What is being measured:
  - Employment
  - Earnings
  - Credential attainment
  - Measurable skills gain
  - Effectiveness of serving employers (TBD)

- Exceptions:
  - Youth employment measures also include participation in training/education
  - No credential attainment and skill gains measures for Wagner-Peyser employment service activities

WIOA Proposed Common Metrics

The Workforce Innovation and Opportunity Act (WIOA) (Sec. 116)	Proposed Considerations
Employment and Earnings Title I* – IV	
"The **percentage** of program participants who are in unsubsidized employment during the **second quarter after exit** from the program;"	DOL/DOE plan to calculate both an "employment rate" for the employment status at participation and those who entered employment.
"The **percentage** of program participants who are in unsubsidized employment during the **fourth quarter after exit** from the program;"	DOL/DOE ask for comment on the usefulness of calculating employment retention in addition to employment rate.
"The **median earnings** of program participants who are in unsubsidized employment during the **second quarter after exit** from the program;"	The use of quarterly wage records are essential for data matching to SSNs ensure full accountability and timely and accurate reporting
* For the Youth employment and earnings measures, participants "who are in education and training activities" are also included in the percentage.	*WIOA youth includes both secondary and post-secondary education "placement" and as well as those who are eligible, including those enrolled in post-secondary education, are employed, or in the military at the time of participation.

WIOA Proposed Common Metrics

The Workforce Innovation and Opportunity Act (WIOA) (Sec. 116)	Proposed Considerations
Credential Attainment Title I*, II, & IV	
"The **percentage** of program participants who obtain a **recognized postsecondary credential**, **or a secondary school diploma** or its recognized equivalent (subject to clause (iii)), **during participation in or within 1 year after exit** from the program;"	Follows statutory language – limits participants who obtain a secondary school diploma or its equivalent to be in the percentage counted only if the participant is employed or enrolled in an education or training program leading to a recognized post-secondary credential within one (1) year

WIOA Proposed Common Metrics

The Workforce Innovation and Opportunity Act (WIOA) (Sec. 116)	Proposed Considerations
Measurable Skills Gain Titles I, II, & IV	
"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 toward such a credential or employment;** "	Measurable skills gain may be defined as "documented academic, technical, occupational, or other forms of progress, toward the credential or employment." The measurable skills gain indicator is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the Departments' vision of creating a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals. Comment: How can States document progression; measure in a standardized way; and asks whether the indicator should be set at the indicator or "documented progress measure" level.

WIOA Proposed Common Metrics

The Workforce Innovation and Opportunity Act (WIOA) (Sec. 116)	Proposed Considerations
Effectiveness of Serving Employers Titles I-IV	
"Indicators of effectiveness in serving employers established pursuant to clause (iv): "Prior to the commencement of the second full program year after the date of enactment of this Act… the Secretary of Labor and the Secretary of Education, after consultation with the representatives… shall jointly develop and establish… 1 or more primary indicators of performance that indicate the effectiveness of the core programs in serving employers. "	Minimize burden of employers. Seeks considerable comment on number and effectiveness of proposed methods of measurement <u>Possible measures:</u> **1.** Employee retention rates tied to the employment obtained after receiving WIOA services **2.** Measure repeat/retention rates for employers' use of the core program **3.** The number/percent of employers that are using the core program services out of all State/regional employers served by the system (is this a shared or individual program indicator?)

WIOA Joint Proposed Rules for Performance Accountability

- Adjusted levels of performance for first two PYs of State Plan
  - PYs 2016-17 & 2017-18
- DOL/DOE statistical adjustment model
  - Economic conditions & participants characteristics
  - Model applied twice a PY
- Performance and reporting requirements
  - Baseline data needed
  - Sanctions

Proposed WIOA Performance Assessment

- 3 criteria for performance assessment based on State adjusted goals
  - Overall State program score
    - Average score six primary indicators for a core program
    - 90% met
  - Overall State indicator score
    - Average score across core programs on each of the six primary indicators
    - 90% met
  - Individual indicator scores
    - 50% met
- Comment: Weighted or straight average for indicator scores?

Proposed WIOA Performance Assessment

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Data and Common Metrics Workgroup: Facilitated Discussion

What do you think about the DOL/DOE proposed rules on performance accountability?

What are the opportunities you see?

What are your immediate concerns?

Partner Program Data/Performance Matrix

- How do we build a shared product that is helpful for our colleagues, principals, and stakeholders?
  - Categories/display
  - Embedded links
  - Iterative process
  - Living document

Partner Program Data/Performance Matrix

Data Systems & Performance Matrix – WIOA Program Partners								
Agency	**Program**	**Data System**	**Identifier**	**Reporting Structure**	**Exit/ Closure**	**Indicators**	**AB 2148**	**Comments**
DOR	Voc Rehab	Accessible Web-Based Activity Reporting Environment (AWARE) – a case management system with a financial component utilized for federal reporting requirements. Contains client data, case notes, and information regarding goods/services purchased for clients.	SSN Participant ID	To DOE	90 days	• Evaluation Standards • 1.1: Change in Employment Outcomes 1.2: Percent of Employment Outcomes 1.3: Competitive Employment Outcomes—a primary indicator 1.4: Significance of Disability—a primary indicator 1.5: Earnings Ratio—a primary indicator 1.6: Self-Support 2.1: Minority Background Service Rate		•
CDE	Adult Ed CTE Foster/ Incarcerated/ Transitioning Youth	TOPSpro Enterprise: assessment and accountability. Includes tracking at the student, program, agency and state levels. Perkins Data System CalPass PLUS	SSID	National Reporting System (NRS) guidelines LEA & COE		Common Education Data Standards (CEDS) - While education institutions across the P-20W (early learning through postsecondary and workforce) environment use many different data standards to meet information needs, there are certain data we all need to be able to understand, compare, and exchange in an accurate, timely, and consistent manner. For these, we need a shared vocabulary for education data—that is, we need common education data standards. The CEDS project is a national collaborative effort to develop voluntary, common data standards for a key set of education data elements to streamline the exchange, comparison, and understanding of data within and across P-20W institutions and sectors. CTE (Perkins IV) Adult Core Indicators Core 1 - Skill Attainment Core 2 - Total Completions Core 3 - Persistence and Transfer Core 4 - Employment Core 5a - Non-Traditional Participation Core 5b - Non-Traditional Completion	CDE Adult Ed	•

Next Steps

- Discuss and schedule “learning lab” presentations
- Coordinate collective response to DOL/DOE proposed rules
- Discuss how we might work toward an integrated system
  - Identify “low-hanging fruit” for integration
  - Identify barriers and constraints for integration
- Continue discussion of technical specifications of data reporting systems and data elements
- Explore and elevate data sharing agreements
- AB 2148 update

Partner Program Learning Labs

- Volunteer a short presentation of one of the reporting systems or data analysis tools identified in the matrix
  - Help us better understand what you use and how you use it
  - Provide an opportunity for partners around the table to ask questions
  - Set aside time in each meeting