

ADA Compliant Transcript
WIOA: Implementing Change
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Title slide

Getting Ahead of WIOA Performance Standards: Strategic Use of the Workforce Success Measures Dashboard presented by

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Workforce Success Measures

What is the Workforce Success Measures (WSM) Project?

- Project Goals
- Background
- Measures
- Value of the Tool

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Workforce Success Measures continued

What is the WSM Project?

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Workforce Success Measures continued

Goals of the WSM Project and Common Metrics

- Data-driven culture
- Measure what really matters
- Understand what works and what doesn't at the program levels

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Workforce Success Measures continued

Background

- Identified a NGA best practice
- Leveraged the US DOL – ODJFS and OERC Workforce Data Quality Initiative
- State agency collaboration
- Utilized existing data and data sharing agreements
- Stakeholder engagement and feedback
- Built the website and dashboard - launched in December of 2014

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Workforce Success Measures continued

What are the Measures?

The Workforce Success Measures evaluate program efforts to:

- Connect individuals to employment;
- Provide job seekers with access to training that results in industry-recognized certificates and credentials;
- Increase participants' overall earnings; and
- Meet the needs of employers.

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Workforce Success Measures continued

What is the Value of the WSM Project and Dashboard Tool?

- Allows for continually evaluate and monitor progress
- Creates better transparency and accountability
- Provides a public dashboard – report at the state, JobsOhio, county and provider level
- Evaluate program performance, effectiveness and outcomes

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Data Paradigm Change

Data is defined by how it is collected

Traditional Parameters:

- Demographic vs. Economic
- Administrative vs. Analytic
- Program vs. Transitional

The need is not more data but how do we link it and follow it across programs and time!

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Institutional Patterns in Managing Data

Historic: chart depicting higher ed, workforce, family/health and education components

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Institutional Patterns in Managing Data continued

A Venn diagram intersecting the same four components showing a closer linkage among the components.

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Institutional Patterns in Managing Data continued

New Theory of Data Use:

A chart depicting the four components in concentric circles, with education at the center

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Data Paradigm Change

Measuring:

- Individuals
- Across Services
- Through Time
- By common Outcome Metrics

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Ohio Education Research Center

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Overview

OERC is a collaboration of seven universities and four research organizations across Ohio.

OERC develops and implements a statewide, preschool-through-workforce research agenda to address critical issues of education and workforce policy and practice.

Graphic images of the logos of institutions involved with the OERC

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Mission

Graphic image of three components of the OERC: research, practice, and policy

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Background on Workforce Success Measures

- Priority of the Governor's Executive Workforce Board
- State agency working group
- National Governor's Association/National Association of State Workforce Agencies common measures proposal
- Engaging the Ohio Education Research Center at OSU
- Workforce Opportunity and Innovation Act (WIOA) - signed on July 22, 2014
- Development of the dashboard and website

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Chart depicting Performance Metrics As presented to the Governor's Executive Workforce Board

Quote: "What gets measured gets better"

- **Skill Gains**
 - **To what extent do education levels increase?**
 - The percentage of participants who have earned a certificate, diploma, GED, degree, licensure or industry recognized credential during participation or within one year of completion.

- **Entered Employment**
 - **Do participants get and keep jobs in the short and long term?**
 - The percentage of participants employed in the 2nd quarter after program completion.
 - The percentage of participants employed in the 4th quarter after program completion.

- **Average Wages**
 - **What do participants earn in the short and long term?**
 - Average earnings in the 2nd quarter after program completion.
 - Average earnings in the 4th quarter after program completion.

- **Business Engagement**
 - **Are we meeting the needs of employers?**
 - The percentage of program completers who are still employed with the same employer in the 4th quarter that were also employed during the 2nd q

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Workforce Programs

- Workforce Investment Act
 - Adult, Dislocated, Youth
- Perkins Programs
 - Ohio Technical Centers (Adult Workforce Education)
 - Community Colleges (Coming Soon!)
- Higher Education
 - Only state scholarship and financial aid recipients
- Adult Basic and Literacy Education
- Vocational Rehabilitation (Coming Soon!)

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Completers

Completers are defined according to a consistent definition, but it may differ from that applied for federal reporting

A completer is defined as:

- WIA (Program Exits from either self-assisted core or intensive service);
- OTC (Finishes an OTC course at a Perkins funded site);
- ABLE (Completed a level and left or advanced or to a higher level or obtained a GED); and
- Higher Education (Enrolled in public college in Ohio and received state financial aid; Choose Ohio First does include some private college students).

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Metrics

Skills Gains

- Higher Ed Enrollment – The percent of completers enrolled in a public higher education institution in Ohio during each of the 2nd and 4th quarters post-completion.
- Credentials Earned -- The percent of completers who earned an ABL E GED, a credential from an OTC, or a college degree or certificate during the completion quarter or at any time up to and including the 4th quarter post-completion.

Employment and Wages (\$2010)

- The percent of completers employed in Ohio during each of the 2nd and 4th quarters.

Retention

- The percent of completers employed during the 2nd quarter post-completion and working for the same employer during the 4th quarter post-completion. This is an indicator of employment stability, suggestive of a successful hire.

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Viewing Guide

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

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State Reports

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the State Reports results page for WIA Adult Program Summary for 2012-13

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Region Reports

Chart showing the 5 Ohio Regions and counties within each region

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Region Reports

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the Region Reports results page for Southeast Ohio Summary of Reports

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Region Reports

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the Region Reports results page for WIA Adult Program Summary for Central Region 2012-13

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County Reports

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the Franklin County Summary of Reports results page

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County Page

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the County Summary of Reports results page by type of WIA program

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Provider Page

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the Provider Reports results page such as OhioMeansJobs.com, ABLE, Adult Perkins

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Provider Reports

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the Cincinnati-Hamilton County Summary of Reports results report for OhioMeansJobs

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Comparison Tool

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the Single County Report and the Comparison of County Reports results page

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Comparison Tool

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the County Comparison Summary of Reports submit page

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Comparison Tool

Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the WIA Adult Program Summary Comparison Reports for Adams, Ashtabula, and Butler counties in 2010-2011

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Data Uses

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How We Can Use This Data

- To explore our performance on key metrics
- To compare our performance over time
- To understand differences in outcomes between programs
- To identify programs that we want to learn from
- To set goals on success measures
- Other (up to you)

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Example

Let's take a short tour of the site to answer the question:

“Which adult dislocated worker programs are producing the strongest outcomes that I can learn from?”

(We will take the vantage point of Stark County)

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Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.
Illustrating the Stark County Summary of Reports results page for Dislocated Worker Program, 2011-2012

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Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.
Illustrating the Stark County Summary of Reports results page for Dislocated Worker Program, 2011-2012

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Stark Results

- In 2011-12, numbers are down from 2010-11 (90+ vs. 200+)
- The two and four quarter post completion wage numbers are also different for the two years (32K vs. 28K)
- What is this telling us?
 - The numbers of people using dislocated worker programs varied over time
 - The payoff after 2 and 4 quarters of work differs
- Questions we might ask:
 - Are these numbers different from the state or region as a whole?
 - How can we use these data?
- What data can we bring to the table that supplements this information?

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Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the Stark County Summary of Reports results page for Dislocated Worker Program, 2011-2012

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Screen capture of the Workforce Success Measures Dashboard for the State of Ohio at website address <http://www.measures.workforce.ohio.gov>.

Illustrating the Stark County Summary of Reports results page for Dislocated Worker Program, 2011-2012

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What Did We Learn

1. We can pull standardized numbers on key metrics from dashboard
2. Comparison data are available on the site itself
3. Counties or regions can use the data in conjunction with other resources to ask critical questions about the impact of programs and variables of interest

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More Information

Contact: Ohio Analytics at:

contact@ohioanalytics.gov for more information about data we maintain from BOR, ODJFS and other agencies.

Follow the Workforce Success Measures at:

<http://measures.workforce.ohio.gov/about.aspx>

Higher Ed Data:

<http://tinyurl.com/mv7whjq>

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Resources

Visit OERC's website (oerc.osu.edu) for access to:

- Research Reports & Briefs
- Data Visualizations
- Monthly E-Newsletter
- Events

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Connect with OERC on Social Media:

Questions?

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