



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

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Workforce Success Measures

What is the Workforce Success Measures (WSM) Project?

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

Workforce Success Measures



What is the WSM Project?

Workforce Success Measures



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

Workforce Success Measures

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

Workforce Success Measures

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.

Workforce Success Measures

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

Data Paradigm Change



Data is Defined by How it is Collected

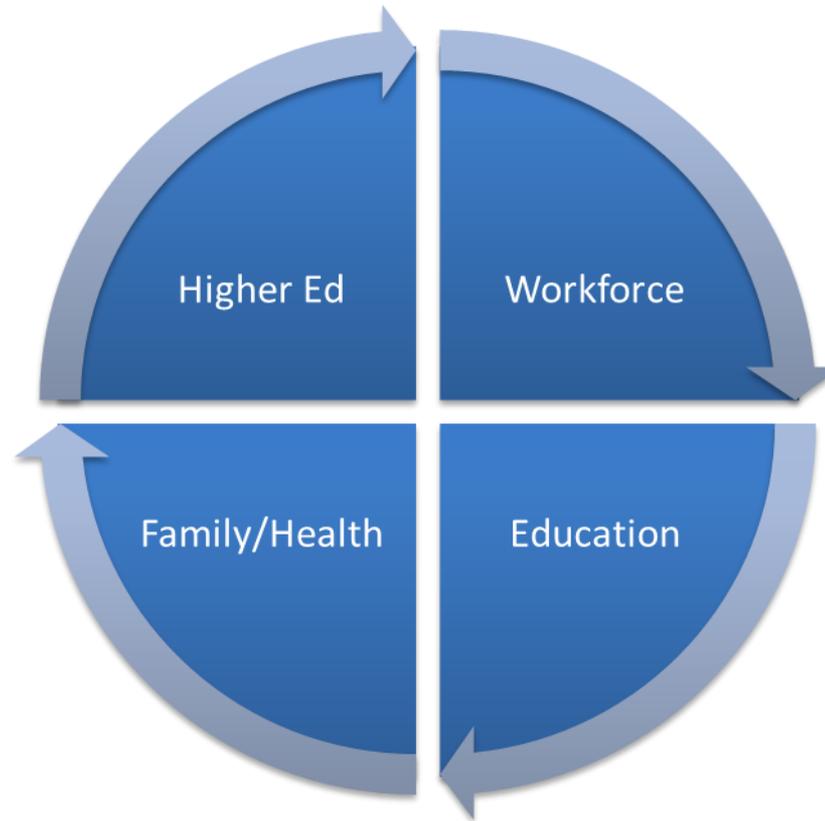
Traditional Parameters:

- 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!

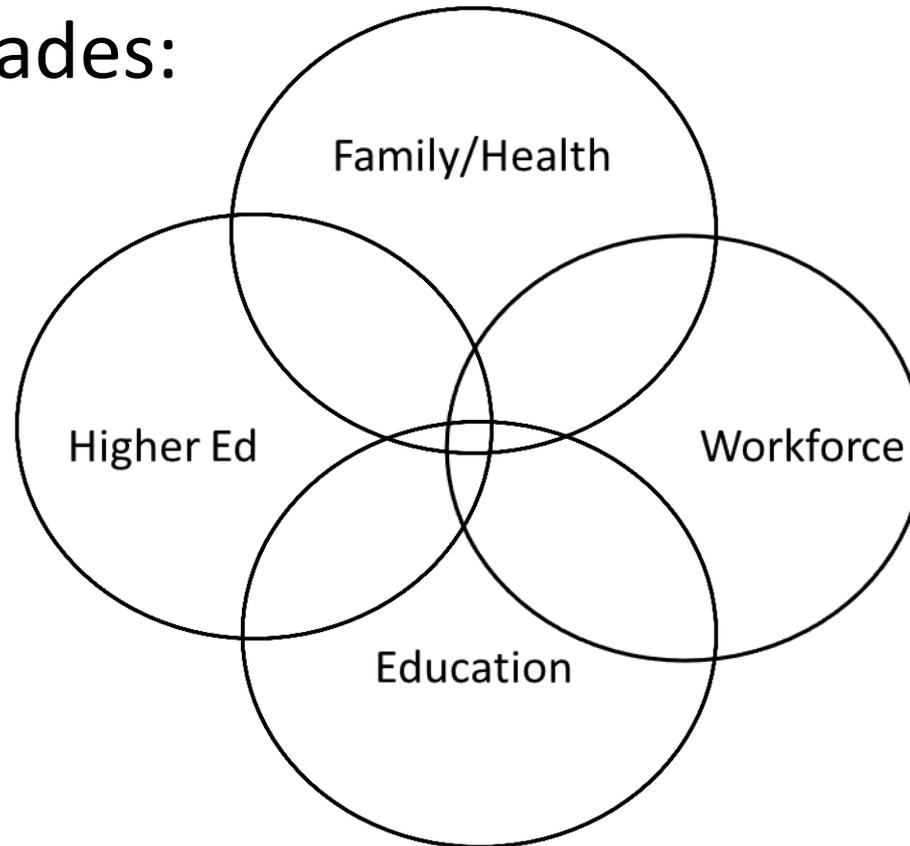
Institutional Patterns in Managing Data

Historic:



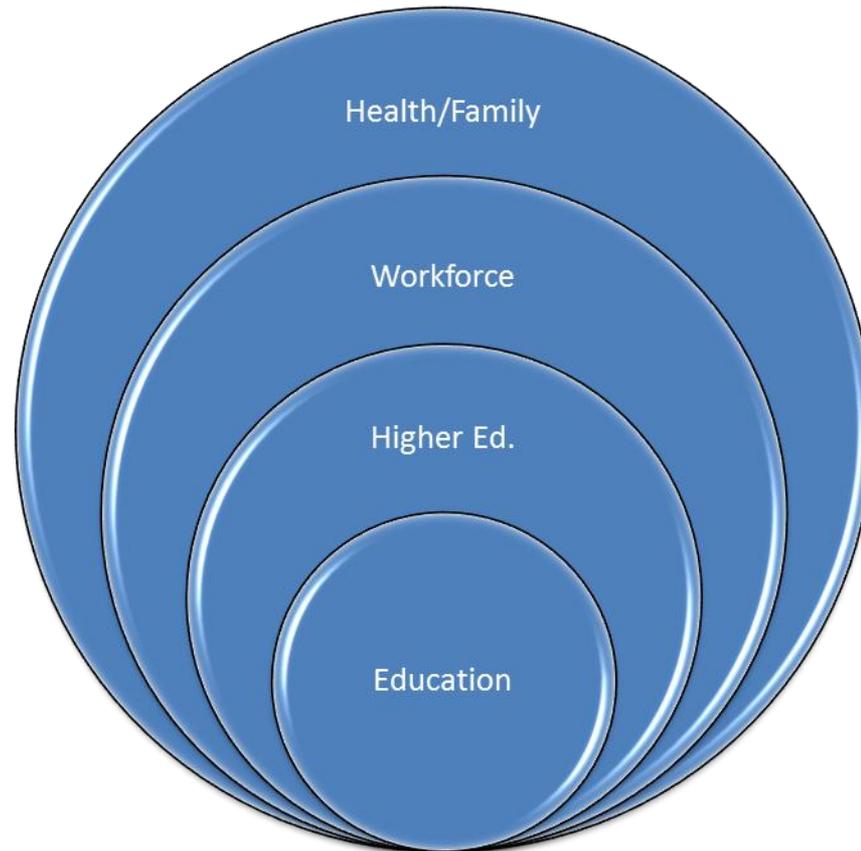
Institutional Patterns in Managing Data

Recent Decades:



Institutional Patterns in Managing Data

New Theory of Data Use:



Data Paradigm Change



Measuring:

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

A decorative graphic on the left side of the slide. It features two overlapping arrows: a dark grey arrow pointing up and to the right, and a lighter grey arrow pointing down and to the right. At the bottom of the slide, there is a horizontal line composed of small, dark red circles.

Ohio Education Research Center

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.



THE OHIO STATE
UNIVERSITY



OHIO
UNIVERSITY



Strategic Research Group



WRIGHT STATE
UNIVERSITY



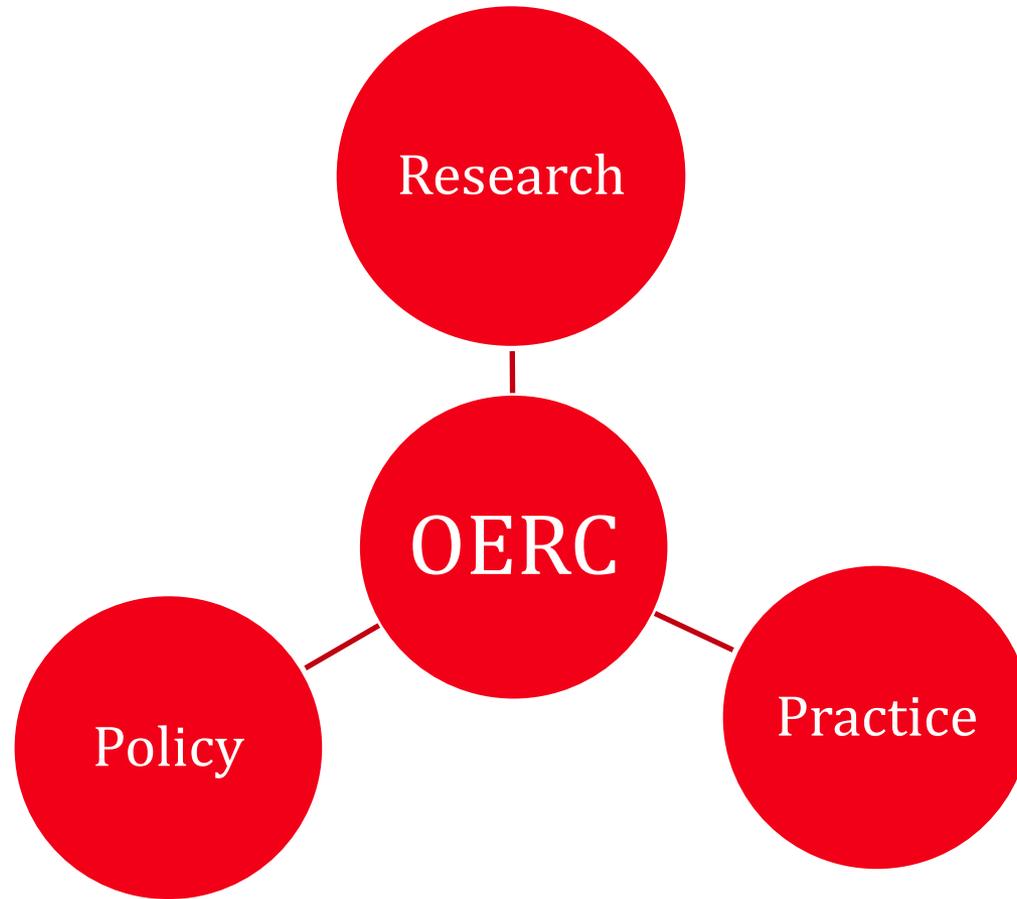
Battelle *for Kids*



Battelle
The Business of Innovation

M MIAMI
UNIVERSITY

Mission



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



Performance Metrics

As presented to the Governor's Executive Workforce Board

“What gets measured gets better”



- **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.



- **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.



- **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.



- **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 quarter after completion.

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!)

Definitions: 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).

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 ABE 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.

Viewing Guide

How to Use the Workforce Success Measures Dashboard

Ohio.gov | State Agencies | Online Services

Ohio MEANS Jobs | Governor's Office of Workforce Transformation

Click tabs to choose state, region, county, or provider-level reports

About | State Reports | JobsOhio Region Reports | **County Reports** | Provider Reports | FAQ | Info

About > County Reports > CLARK County > WIA Program Reports > Adult Report

Workforce Investment Act (WIA) Program Summary for CLARK County 2011-2012

Click here to open printable PDF (Got PDF)

Click Notes for methods details (Notes)

Click Info tab for information about programs and definitions (Info)

Use pull-down menu to select report year (2011-2012)

Workforce Investment Act (WIA) Adult Program Summary for CLARK County 2011-2012

Report year: 2011-2012
Previous year: 2010-2011

Metric	2011-2012	2010-2011	Trend
Second Quarter Employment	28	28	0%
Program Completers	65	65	0%
Employed Second Quarter	28	28	0%
Percent Employed Second Quarter	51%	51%	0%
Percent of Region	51%	51%	0%
Difference to Region	0%	0%	0%
State Percentage	50%	50%	0%
Difference to State	+1%	+1%	0%
Fourth Quarter Employment	28	28	0%
Program Completers	65	65	0%
Employed Fourth Quarter	28	28	0%
Percent Employed Fourth Quarter	43%	51%	-14%
Percent of Region	51%	52%	-1%
Difference to Region	-1%	0%	-1%
State Percentage	50%	50%	0%
Difference to State	+1%	+1%	0%

Hover cursor for metric details

State Reports

About

State Reports

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Home > County Reports > Results

Results:

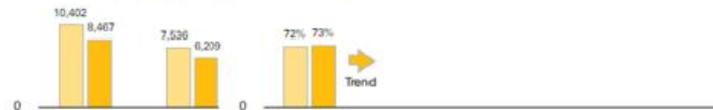
Get PDF Notes

2012-2013

Workforce Investment Act (WIA) Adult Program Summary for State of Ohio 2012-2013

Second Quarter
Employment
6,209
TOTAL

2012-2013
2011-2012



Program Completers	Employed Second Quarter	Percent Employed Second Quarter	Previous Year Percent Employed Q2	Year-to-Year Change
8,467	6,209	73%	72%	+1%

Fourth Quarter
Employment
5,964
TOTAL

2012-2013
2011-2012



Program Completers	Employed Fourth Quarter	Percent Employed Fourth Quarter	Previous Year Percent Employed Q4	Year-to-Year Change
8,467	5,964	70%	70%	0%

Region Reports

JobsOhio Region Reports

Select a Region:



Region Reports

Home > JobsOhio Region Reports > Southeast Ohio Region Report

Southeast Ohio Summary of Reports:

- [WIA Program Reports](#)
- [ABLE Program Reports](#)
- [Adult Perkins \(OTC\) Program Reports](#)
- [Higher Education \(Scholarships & Financial Aid\) Program Reports](#)



Dashboard News

Introduction

For an overview of how to read the dashboard please see our [viewing guide](#).

Report Updates

We continue to work with the Ohio Education Research Center to provide updated reports. We are currently scheduled to add new reports for participants that exited the programs in 2012-2013 under the following schedule:

Region Reports

Results:

Get PDF

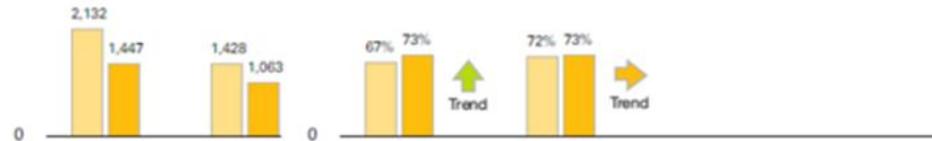
Notes

2012-2013 ▼

Workforce Investment Act (WIA) Adult Program Summary for Central Region 2012-2013

Second Quarter
Employment
1,063
TOTAL

■ 2012-2013
■ 2011-2012



Program Completers	Employed Second Quarter	Percent Employed Second Quarter	State Percentage	Difference to State
1,447	1,063	73%	73%	0

Fourth Quarter
Employment
1,018
TOTAL

■ 2012-2013
■ 2011-2012



County Page

FRANKLIN County Summary of Reports:

- WIA Program Reports
- ABLE Program Reports
- Adult Perkins (OTC) Program Reports
- Higher Education (Scholarships & Financial Aid) Program Reports



County Population and Employment Indicators

	2009	2010	2011	2012	2013
Population ¹	1,155,408	1,165,970	1,179,411	1,196,070	1,212,263
Number of Jobs ²	639,698	633,377	643,885	658,574	677,284
Unemployment Rate ³	8.5%	8.9%	7.7%	6.4%	6.4%

1) U.S. Census Bureau; Annual Estimates of the Resident Population: April 1, 2010 to July 1, 2013 (Population Estimate for 2009 based on the April 1, 2000 Census)

2) Ohio Department of Job and Family Services, Office of Workforce Development - Bureau of Labor Market Information: Based upon employers' reports received through June 1, 2014. Includes the Private Sector, State and Local Government entities, but excludes Federal Government agencies.

3) Ohio Department of Job and Family Services, Office of Workforce Development - Bureau of Labor Market Information: Local Area Unemployment Statistics Program for CY (Civilian Labor)

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Adult Basic & Literacy Education – Fall 2015
Carl Perkins - Ohio Technical Centers – Fall 2015
Higher Education (Scholarships & Financial Aid) – Fall 2015
Workforce Investment Act - September 2015

Technical Information

For a description of the [Methodology, Program Descriptions and Definitions](#) please visit the [Information Page](#).

Several county reports and provider reports display results as "NR" (not reported). The outcome statistics for these reports are based on

County Page

Select a Wia Type

Select a Program ▼

Submit



County Allocation of WIA Funding

	2013-2014
WIA Allocation ¹ (Franklin Total)	\$5,986,113
- Adult	\$2,101,182
- Dislocated Workers	\$1,443,670
- Youth	\$2,441,261
Percentage of Ohio WIA	8.8%

1) Ohio Department of Job and Family Services: Both the administrative and program portions are included in the above allocation amounts for both the Program Year (PY) and Fiscal Year (FY) distributions issued to the local area within each program year.

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Provider Reports

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Provider Reports

Select a Program

- [OhioMeansJobs Centers \(WIA\)](#)
- [ABLE Sites](#)
- [Adult Perkins \(OTC\)](#)
- [Higher Education Institutions](#)

Dashboard News

Introduction

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Report Updates

Provider Reports

Results:

Get PDF

Notes

2012-2013 ▾

Workforce Investment Act (WIA) Adult Provider Summary for OhioMeansJobs Cincinnati-Hamilton County 2012-2013



Comparison Tool

County Report Type:

Select a Report Type

→ **Single County Report**



→ **Comparison Report
(Up to 3 counties)**



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In 2012 Ohio's public higher education institutions transitioned from quarters to semesters. Consequently, the data for college enrollment, degree/certificate attainment, and scholarship/financial aid outcomes are not yet available. Fourth Quarter College Enrollment and College Degree or Certificate within 4 Quarters metrics are reported as "NA" (not applicable) in all 2011-12 reports. Similarly, 2011-12 All State Funded and Ohio College Opportunity Grant Funded reports are reported as "NA".

Data for Choose Ohio First Scholarships first became available in 2010, so the 2009-10 reports are displayed as "NA".

Comparison Tool

County Comparison Report

Select 2 to 3 Counties:

County 1

County 2

County 3

Select a Program:

Program

Select a Sub-Program:

Sub-Program

Select a Program Year:

Program Year



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Comparison Tool

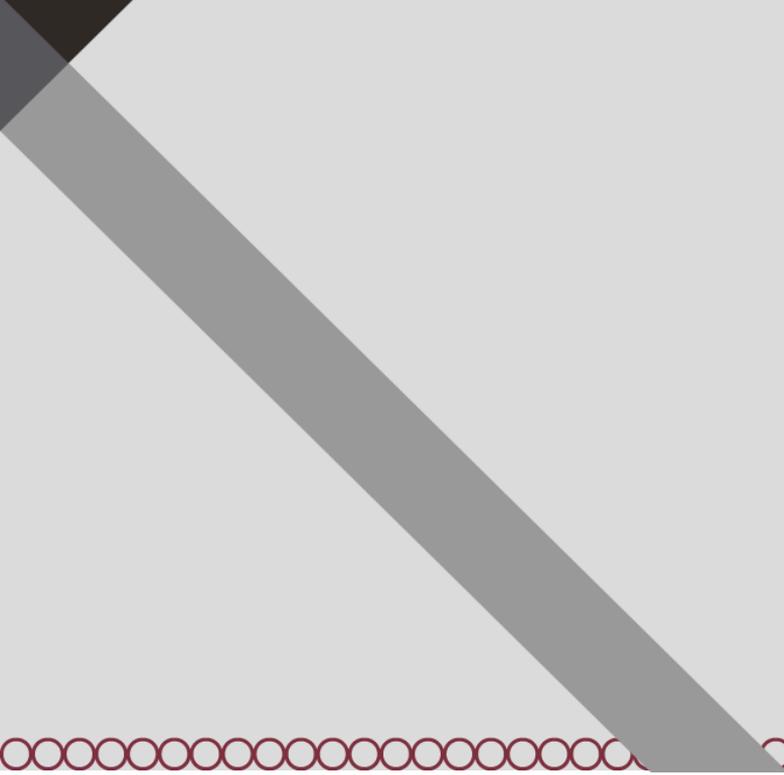
Results:

Workforce Investment Act (WIA) Adult Program Summary Comparison Report for ADAMS, ASHTABULA and BUTLER 2010-2011

	ADAMS	ASHTABULA	BUTLER	
Second Quarter Employment	Program Completers	37	140	172
	Employed Second Quarter	29	105	107
	Percent Employed Second Quarter	78%	75%	62%
Fourth Quarter Employment	Program Completers	37	140	172
	Employed Fourth Quarter	28	99	118
	Percent Employed Fourth Quarter	76%	71%	69%
Earnings Second Quarter(Annualized)	Second Quarter Employment	\$15,000	\$18,300	\$22,900
	Median Earnings Second Quarter	\$15,000	\$18,300	\$22,900
Earnings Fourth Quarter(Annualized)	Fourth Quarter Employment	\$18,800	\$18,600	\$22,400
	Median Earnings Fourth Quarter	\$18,800	\$18,600	\$22,400
	Program Completers	37	140	172

[Q Start a new search](#)

Data Uses



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)



Example

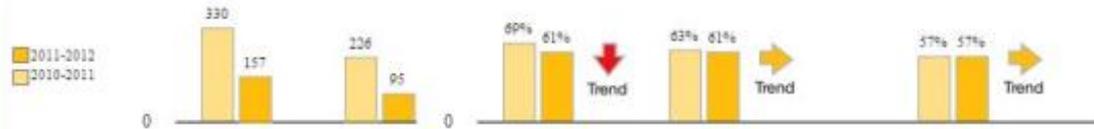
Let's take a short tour of the site to answer the question:

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

(We will take the vantage point of Stark County)

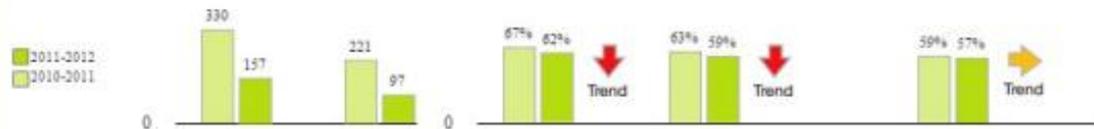
Workforce Investment Act (WIA) Dislocated Worker Program Summary for STARK County 2011-2012

Second Quarter
Employment
95
TOTAL



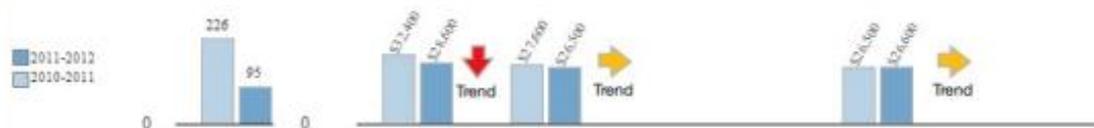
Program Completers	Employed Second Quarter	Percent Employed Second Quarter	Percent of Region	Difference to Region	State Percentage	Difference to State
157	95	61%	61%	0	57%	+4%

Fourth Quarter
Employment
97
TOTAL



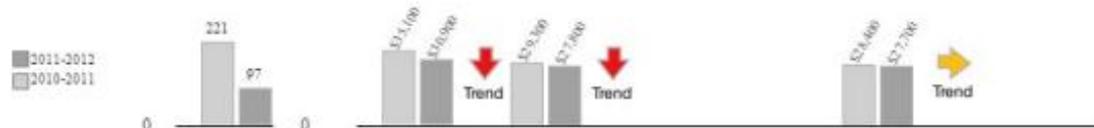
Program Completers	Employed Fourth Quarter	Percent Employed Fourth Quarter	Percent of Region	Difference to Region	State Percentage	Difference to State
157	97	62%	59%	+3%	57%	+5%

Earnings Second Quarter
(Annualized)
\$28,600
MEDIAN



Second Quarter Employment	Median Earnings Second Quarter	Region Median Earnings Second Quarter	Difference to Region	State Median Earnings Second Quarter	Difference to State
95	\$28,600	\$26,500	+\$2,100	\$26,600	+\$2,000

Earnings Fourth Quarter
(Annualized)
\$30,900
MEDIAN

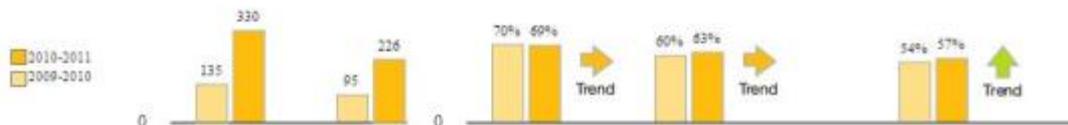


Fourth Quarter Employment	Median Earnings Fourth Quarter	Region Median Earnings Fourth Quarter	Difference to Region	State Median Earnings Fourth Quarter	Difference to State
97	\$30,900	\$27,800	+\$3,100	\$27,700	+\$3,200

Workforce Investment Act (WIA) Dislocated Worker Program Summary for STARK County 2010-2011

Second Quarter Employment

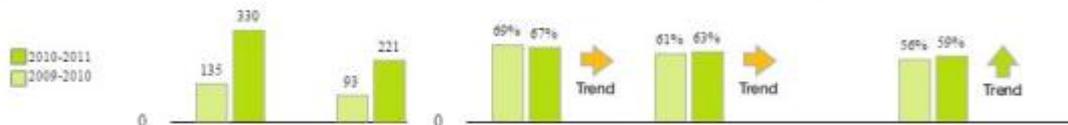
226
TOTAL



Program Completers	Employed Second Quarter	Percent Employed Second Quarter	Percent of Region	Difference to Region	State Percentage	Difference to State
330	226	69%	63%	+6%	57%	+12%

Fourth Quarter Employment

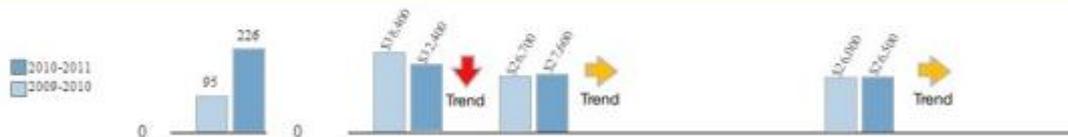
221
TOTAL



Program Completers	Employed Fourth Quarter	Percent Employed Fourth Quarter	Percent of Region	Difference to Region	State Percentage	Difference to State
330	221	67%	63%	+4%	59%	+8%

Earnings Second Quarter (Annualized)

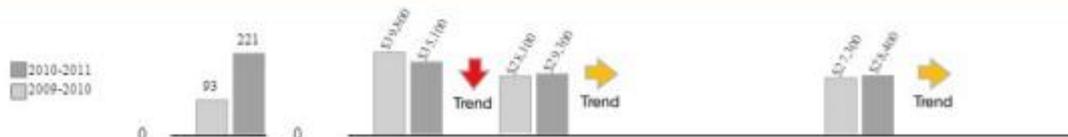
\$32,400
MEDIAN



Second Quarter Employment	Median Earnings Second Quarter	Region Median Earnings Second Quarter	Difference to Region	State Median Earnings Second Quarter	Difference to State
226	\$32,400	\$27,600	+\$4,800	\$26,500	+\$5,900

Earnings Fourth Quarter (Annualized)

\$35,100
MEDIAN



Fourth Quarter Employment	Median Earnings Fourth Quarter	Region Median Earnings Fourth Quarter	Difference to Region	State Median Earnings Fourth Quarter	Difference to State
221	\$35,100	\$29,300	+\$5,800	\$28,400	+\$6,700



Stark Results



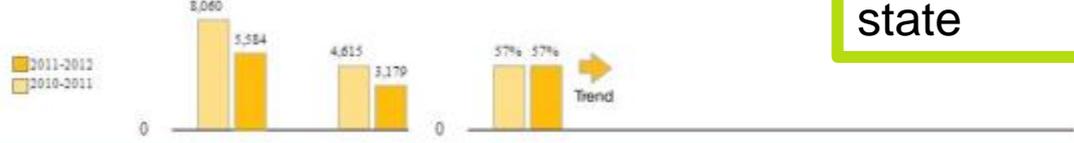
- In 2011-12, numbers are down from 2010-11 (90+ vs. 200+)
- The two and four quarter post completion wage numbers are also different for the two years (32K vs. 28K)
- What is this telling us?
 - The numbers of people using dislocated worker programs varied over time
 - The payoff after 2 and 4 quarters 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?

Workforce Investment Act (WIA) Dislocated Worker Program Summary for State of Ohio 2011-2012

Stark is doing very well in the state



**Second Quarter
Employment**
3,179
TOTAL



Program Completers	Employed Second Quarter	Percent Employed Second Quarter	Previous Year Percent Employed Q2	Year-to-Year Change
5,584	3,179	57%	57%	0

**Fourth Quarter
Employment**
3,165
TOTAL



Program Completers	Employed Fourth Quarter	Percent Employed Fourth Quarter	Previous Year Percent Employed Q4	Year-to-Year Change
5,584	3,165	57%	59%	-2%

**Earnings Second Quarter
(Annualized)**
\$26,600
MEDIAN



Second Quarter Employment	Median Earnings Second Quarter	Previous Year Median Earnings 2nd Quarter	Year-to-Year Change
3,179	\$26,600	\$26,500	+\$100

**Earnings Fourth Quarter
(Annualized)**
\$27,700
MEDIAN



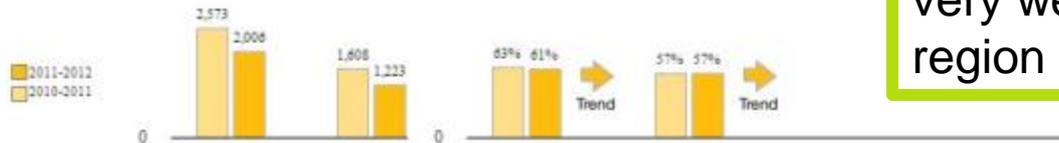
Fourth Quarter Employment	Median Earnings Fourth Quarter	Previous Year Median Earnings 4th Quarter	Year-to-Year Change
3,165	\$27,700	\$28,400	-\$700

Workforce Investment Act (WIA) Dislocated Worker Program Summary for Northeast Region 2011-2012

Stark is doing
very well in the
region

Second Quarter
Employment

1,223
TOTAL



Program Completers	Employed Second Quarter	Percent Employed Second Quarter	State Percentage	Difference to State
2,006	1,223	61%	57%	+4%

Fourth Quarter
Employment

1,189
TOTAL



Program Completers	Employed Fourth Quarter	Percent Employed Fourth Quarter	State Percentage	Difference to State
2,006	1,189	59%	57%	+2%

Earnings Second Quarter
(Annualized)

\$26,500
MEDIAN



Second Quarter Employment	Median Earnings Second Quarter	State Median Earnings Second Quarter	Difference to State
1,223	\$26,500	\$26,600	-\$100

Earnings Fourth Quarter
(Annualized)

\$27,800
MEDIAN



Fourth Quarter Employment	Median Earnings Fourth Quarter	State Median Earnings Second Quarter	Difference to State
1,189	\$27,800	\$27,700	+\$100

What Did We Learn



We can pull standardized numbers on key metrics from dashboard

Comparison data are available on the site itself

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

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>

Resources

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

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

Connect with OERC on Social Media:





Questions?

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(614) 247-8140

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