



WORKFORCE
DATA QUALITY
CAMPAIGN

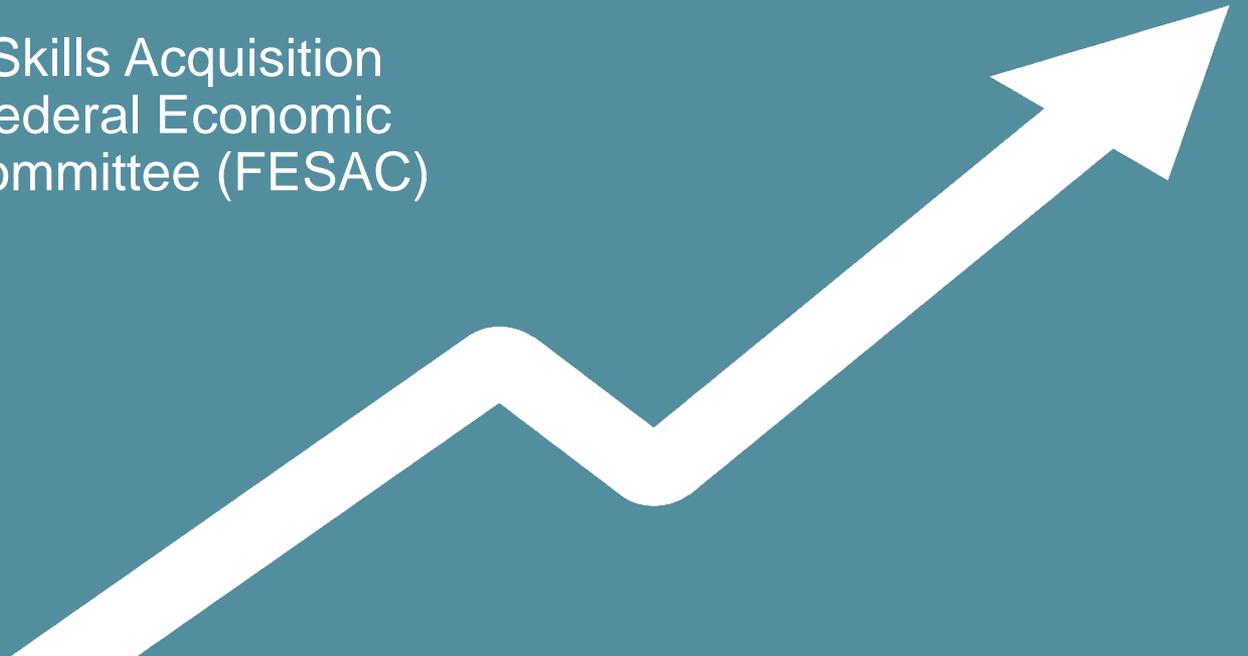
Connecting Education and Training to Workforce Outcomes

Panel on Measuring Skills Acquisition
Presentation to the Federal Economic
Statistics Advisory Committee (FESAC)

December 11, 2015

Christina Peña
WDQC Policy Analyst

WorkforceDQC.org



WDQC Mission

- Advocate for **inclusive, aligned and market-relevant** education and workforce data that can help our nation's human capital policies meet the challenges of a changing economy.
- Promote federal and state reforms for data systems that provide useful information for **policymakers, students and workers, business leaders and educators**.
 - State Blueprint with 13 key features of a high-quality data infrastructure
 - Address federal legislation, funding and technical assistance
 - Policy agenda developed by broad coalition of national organizations, state leaders and technical experts across education/workforce spectrum

National Partners

Funders



U.S. CHAMBER OF COMMERCE



Apollo Education Group

Bill & Melinda
Gates Foundation

Joyce Foundation

Laura & John
Arnold Foundation

Lumina Foundation

Connecting Education/Training to Workforce Outcomes

Stakeholders are concerned that education and training teaches skills aligned with labor market demand:

- Colleges – preparing students to succeed in the workforce
- Students – getting a job is top reason for going to college
- Employers – need skilled workforce
- Policymakers – want to invest public resources in education/training that benefits individuals *and* the economy



Measuring Alignment

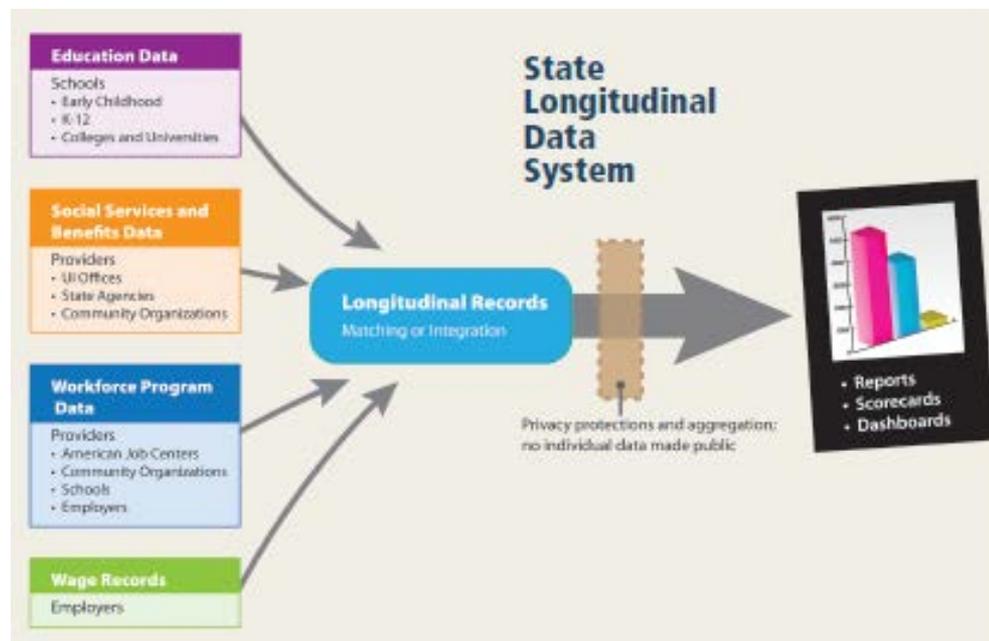
We have two proxies for checking on alignment of skills with labor market demand:

- Attainment of credentials valued by employers, i.e. “industry-recognized credentials”
- Employment outcomes of program graduates



Using Administrative Data

- Efforts increasing to encourage use of both federal and state level administrative data to track program performance
- Less time-consuming to design, run, fund, and re-run; in many cases already being collected
- Surveys still useful, and administrative data not without challenges of maintenance; sometimes less flexibility



Measuring Credential Attainment

- Certifications = for specific occupation/skill, time limited, earned through exam, awarded by industry associations or employers
- Licenses = allows practice in specialized field, time limited, awarded by state agency
- Efforts underway to get better administrative data on these credentials



Measuring Credential Attainment

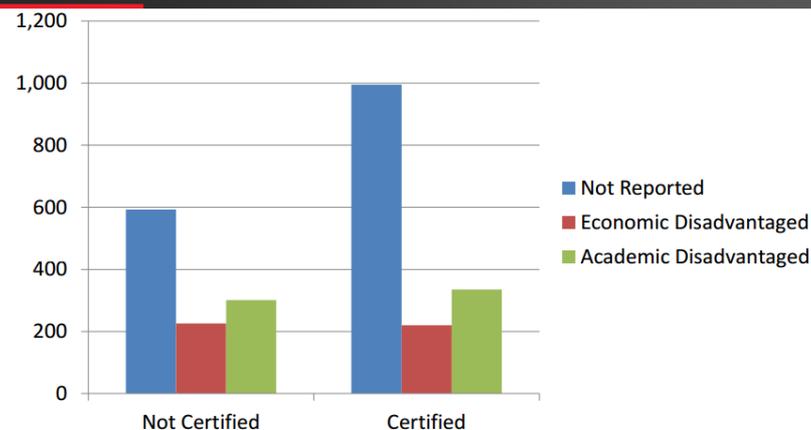
Federal Developments

- WIOA “recognized postsecondary credential”
- New questions on federal surveys

State Efforts

- Certification Data Exchange Pilot
- Workforce Credentials Coalition

**CompTIA Overall Certification Results
Disadvantaged Status of Tested Students in the
Illinois Community College System**

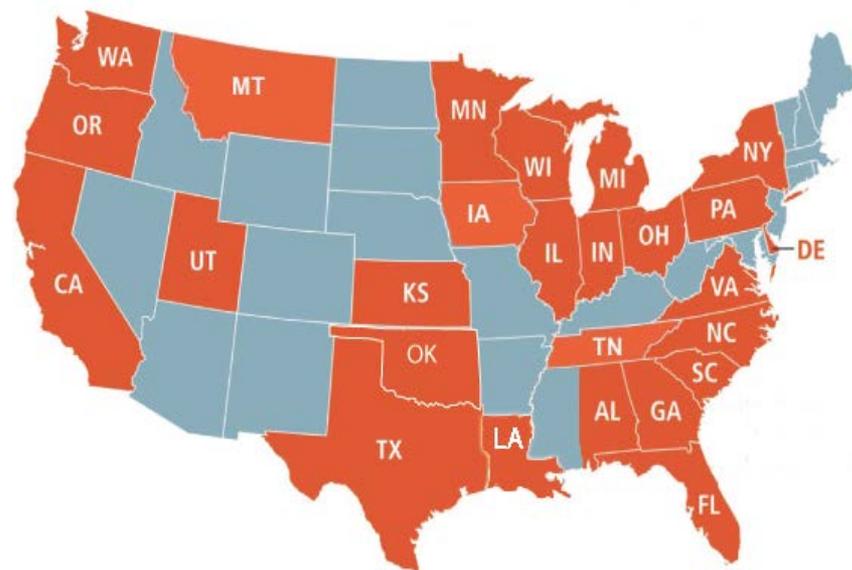


Source of Data: CompTIA and Illinois Community College Board (A1) 2006-2010

Measuring Credential Attainment

Workforce Credentials Coalition

- Led by California Community Colleges Chancellor's Office and Doing What Matters for Jobs and the Economy; and the North Carolina Community College System
- Goal: More easily share certification outcomes amongst community colleges across United States so educators and industries know what works.
 - Establish joint data standards
 - Solidify data sharing agreements
 - Form a single data repository
- Learn more:
www.workforcecredentialscoalition.org



Assessing Employment Outcomes

UI Wage Records

- State
 - Each state collects quarterly
 - Housed at state workforce agency
- Multi-state exchange
 - WRIS/WRIS2
 - Regional models (e.g. WICHE)
- Federal
 - National Directory of New Hires (NDNH)
 - Census

Tax Data

- State
 - Has income tax, but little access
- Federal
 - Income tax forms collected by IRS
 - Annual, all workers
 - SSA & Census hold IRS records

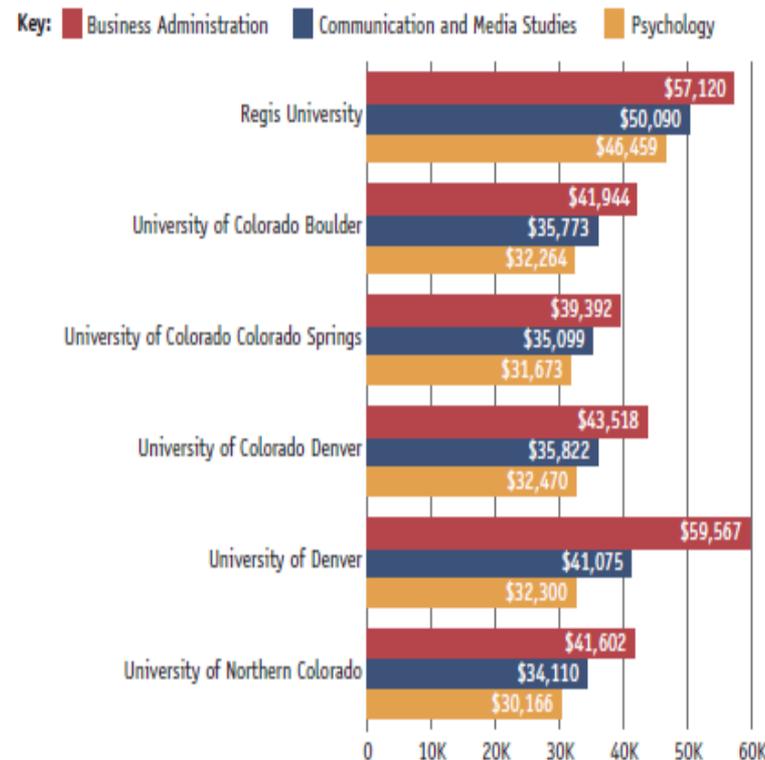
Assessing Employment Outcomes

Federal Developments

- WIOA training provider eligibility
- Measures in all programs
- College Scorecard
- HEA reauthorization

State Efforts

- Data sharing agreements
- Legislation on wage record access
- Performance-based funding
- Tools for students/families/workers



State Progress

WDQC released latest survey on its 13-point Blueprint on state workforce data.

SUMMARY OF STATE SURVEYS			
	Minimal Progress —	In Progress ↑	Achieved ✓
Capture Diverse Credentials	17	26	3
Know if Graduates Get Jobs	9	15	22

Final Frontier: Measuring Skills

- Beta Credentials Framework designed by CLASP and the Corporation for a Skilled Workforce; supported by Lumina
- Workforce Information Council's (WIC) "Skills Initiative"
- Texas Skills to Work initiative



Discussion Questions for FESAC

- How can we ensure that data systems at all levels of government include a wider range of relevant credentials with agreed upon definitions?
- For the purpose of informing policies to help students and workers obtain in-demand skills, what new types of linkages would be useful among already-collected data at various federal agencies?

Stay Connected

➤ Visit our website: WorkforceDQC.org
and sign up for our monthly E-News

➤ Follow us on Twitter @workforcedqc





WORKFORCE
DATA QUALITY
CAMPAIGN

Contact

Christina Peña
WDQC Policy Analyst
christinap@workforcedqc.org
202-223-8355, ext. 130

WorkforceDQC.org

