Evidence-Building Capacity In State Workforce Agencies

Planning and Operationalizing Evaluation and Research

Case Studies and Examples of Partnerships, and Independent Research
Ohio Higher Education Outcomes Visualization

- **Research question(s):** In what industries are Ohio college degree-earners employed?
- **Partners:** Ohio Department of Higher Education, Ohio Department of Job and Family Services
- **Research Organization:** Ohio Education Research Center at the Ohio State University
- **Data Agreements and sources:** Ohio Analytics partnership; Higher Education Information System, Unemployment Insurance System
- **Findings:** Graduates flow into multiple industry sectors
- **Purpose:** Inform higher education, workforce and economic development program administrators and policymakers
Program Impacts or Effectiveness

From Degree to Employment Industry

Number of Subjects Displayed: 5
Number of Industries Displayed: 9
Level: (All)
Cohort: 2005
Year(s) Post Graduation: 1

| Business, Management, and Marketing Graduates: 9,026 |
| Education Graduates: 6,548 |
| Engineering Graduates: 5,355 |
| General Studies Graduates: 5,035 |
| Health Professions Graduates: 8,772 |
| Other Graduates: 11,939 |

| Accommodation and Food Services Employees: 2,542 |
| Admin./Support/Health Mgmt./Residential |
| Educational Services Employees: 9,407 |
| Finance and Insurance Employees: 2,771 |
| Health Care and Social Assistance Employees: 11,389 |
| Manufacturing Employees: 4,369 |
| Professional, Scientific, Technical Serv Employees: 4,540 |
| Retail Trade Employees: 4,211 |
| Other Employees: 6,110 |

Tableau
365 views | more by this author
Program Impacts or Effectiveness

From Degree to Employment Industry

<table>
<thead>
<tr>
<th>Interactive Visualization</th>
<th>Introduction and Instructions</th>
<th>Instructions (2)</th>
<th>Instructions (3)</th>
<th>Instructions (4)</th>
<th>Data Details</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>15</td>
<td>15</td>
<td>Level All</td>
<td>Cohort 2005</td>
<td>Year(s) Post Graduation</td>
</tr>
</tbody>
</table>

Number of Subjects Displayed: 15
Number of Industries Displayed: 15
Level: All
Cohort: 2005

Year(s) Post Graduation:

- Accommodation and Food Services:
  - Employees: 2,542
- Educational Services:
  - Employees: 2,407
- Education:
  - Employees: 2,024
- Finance and Insurance:
  - Employees: 2,771
- Health Care and Social Assistance:
  - Employees: 11,380
- Manufacturing:
  - Employees: 4,369
- Professional, Scientific, Technical Services:
  - Employees: 4,540
- Retail Trade:
  - Employees: 4,211

Business, Management, and Marketing:
Graduates: 9,025

Education:
Graduates: 6,548

Engineering:
Graduates: 3,535

General Studies:
Graduates: 5,035

Health Professions:
Graduates: 8,772

Other:
Graduates: 3,027
Ohio Workforce Success Measures

- Research question:
  - Can Ohio’s workforce providers develop a common set of workforce success measures (pre WIOA)?
  - Do participants get a job and remain employed? What do they earn?
- Partners: Governor’s Executive Workforce Board; Governor’s Office of Workforce Transformation, Ohio Analytics partner agencies
- Research Organization: Ohio Education Research Center at the Ohio State University
- Data Agreements and sources: Ohio Analytics partnership; administrative data records from the Ohio Department of Job and Family Services, the Ohio Department of Higher Education, and Opportunities for Ohioans with Disabilities
- Findings: Employment Outcomes; Skill Acquisition; Wages and Earnings
- Purpose: Allow program administrators and policy makers to continually monitor progress across multiple programs and providers, creating better transparency and greater accountability
# Measuring Program Performance

## State At-A-Glance

### Status of 2014-15 Completers by Program

<table>
<thead>
<tr>
<th>Workforce Investment Act</th>
<th>Adult</th>
<th>Dislocated Worker</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Adult</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Completers</td>
<td>7877</td>
<td>3288</td>
<td>3112</td>
</tr>
<tr>
<td>Percent Employed</td>
<td>75%</td>
<td>79%</td>
<td>60%</td>
</tr>
<tr>
<td>Earnings</td>
<td>$20,200</td>
<td>$28,000</td>
<td>$8,900</td>
</tr>
<tr>
<td>Retention</td>
<td>60%</td>
<td>70%</td>
<td>42%</td>
</tr>
</tbody>
</table>

Click sub-program box to see trend lines.
Utilizing Labor Market Information

Supply-Demand Comparison and In-Demand Sites

- Research question(s)
  - How is Ohio’s supply of graduates meeting the demand within in-demand occupation pathways?
  - What occupations are in high-demand regionally?
- Partners: Ohio Department of Higher Education, Ohio Office of Workforce Transformation, Ohio Department of Job and Family Services
- Research Organization: Ohio Education Research Center at the Ohio State University
- Data Agreements and sources: Ohio Analytics Partnership
- Findings: In Development
- Purpose: Assist policymakers and program administrators in understanding both supply and demand by region; provide information to educators, school and career counselors, families and students to inform decision-making
Addressing Customer Barriers

Workforce Supply Tool

- Research question(s):
  - How many skilled workers are available in key occupations on an annual basis?
  - What institutions train those workers?
- Partners: National Skills Coalition; Ohio Department of Higher Education; Office of Workforce Transformation; Ohio Department of Job and Family Services
- Research Organization: Ohio Education Research Center
- Data Agreements and sources: Ohio Analytics Partnership;
- Findings: Annual number of skilled workers in in-demand occupations; relative earnings by region
- Purpose: Help businesses identify sources of skilled workers and identify relative earnings. Help higher education institutions coordinate programs and certificate offerings.
Addressing Customer Barriers

Workforce Supply

Occupation

15-1122: Information Security Analyst

JobsOhio Region

Northeast

Statswide
Northwest
Western
Southwest
Northeast
Central
Southeast

Plan, implement, upgrade, or monitor security measures for the protection of computer networks and information. May ensure appropriate security controls are in place that will safeguard digital files and vital electronic infrastructure. May respond to computer security breaches and viruses.

Important skills:

Reading Comprehension
Critical Thinking
Complex Problem Solving

Read more about Information Security Analysts at the O*Net website.

Regional labor statistics for Information Security Analysts, 2014-2015

Average Annual Migration for Northeast Ohio, 2009-2013

<table>
<thead>
<tr>
<th>Current Population</th>
<th>Migration from Region</th>
<th>Migration to Region</th>
<th>Net Migration</th>
</tr>
</thead>
<tbody>
<tr>
<td>4,280,467</td>
<td>161,725 (2.4%)</td>
<td>79,547 (1.9%)</td>
<td>-21,779 (-0.5%)</td>
</tr>
</tbody>
</table>

Source: American Community Survey (ACS) County-to-County Migration Flows, 2009-2013.
Central Ohio Compact Dashboard

- **Research question(s)**
  - Where are our graduates after high school? Are they successful in post-secondary education? Are they working in high-demand industries in Ohio?

- **Partners:** Central Ohio Compact Members
  - 43 K-12 sector partners; 11 college and university partners; 15 public sector partners; 10 industry partners

- **Research Organization:** Ohio Education Research Center at the Ohio State University

- **Data Agreements and sources:** Ohio Analytics Partnership, Ohio Department of Education, Ohio Department of Higher Education; Ohio Department of Job and Family Services

- **Findings:** Factors including the current high school drop-out rates and college completion rates indicates that Central Ohio is unlikely to reach its 60 percent goal by 2025. To reach 60 percent, Central Ohio will need to add nearly 195,000 degrees to that total.

- **Purpose:** Enable regional education leaders to identify best practices and areas in need of improvement.
Improving Program Administration or Operations

COLUMBUS STATE COMMUNITY COLLEGE

EMPILOYMENT OUTCOMES
Median Annual Earnings: First Year Post-Graduation

ENTERING CHARACTERISTICS
First Time as an Undergraduate

IN-SCHOOL PROGRESSION
Fall to Fall Retention

DEMographics
Race/Ethnicity

Gender

Age

U.S. Department of Labor, Employment and Training Administration
Evaluating Local Workforce Investments in Austin

- Research question(s): How effective are local workforce services?
- Partners: Travis County; City of Austin; Workforce Solutions Capital Area; local workforce service providers
- Research Organization: Ray Marshall Center, LBJ School of Public Affairs, The University of Texas at Austin
- Data Agreements and sources: Travis County; Texas Workforce Commission; UT Austin
- Purpose: Inform workforce program administrators, policymakers and the community about the effectiveness of and returns from local workforce investments

Program Impacts or Effectiveness

Average Quarterly Earnings for 2003-2004 Capital IDEA Participants and Comparison Group Members, 8 Quarters Prior to Program Entry through 28 Quarters Post Entry

Texas ROI Project

- Research question:
  - What are the returns — for participants, taxpayers and society — from broad-based investments in workforce services in Texas?
- Partners: Workforce Leadership of Texas; Ray Marshall Center, LBJ School, The University of Texas at Austin
- Research Organization: Ray Marshall Center, LBJ School, The University of Texas at Austin
- Data Agreements and sources: Local Workforce Boards; Texas Workforce Commission; Texas Health and Human Services Commission
- Findings: Positive ROI for participants, taxpayers & society
- Purpose: To document and better understand returns for each major stakeholder and inform policymakers and program administrators for improving workforce strategies in the future

Measuring Program Performance

Estimated 5-year Costs & Returns for Texas Workforce

Utilizing Labor Market Information

Designing Tulsa’s CareerAdvance® Program

- Research question(s)
  - What are appropriate growth sectors for training low-income, low-skilled parents of Head Start children in Tulsa?
  - What occupations provide living wages and good career advancement opportunities for these parents?
- Partners: Community Action Program of Tulsa County; Tulsa Chamber of Commerce; Workforce Tulsa; Oklahoma Dept. of Commerce; Kaiser Family Foundation
- Research Organization(s): Ray Marshall Center, The University of Texas at Austin; Center for the Developing Child, Harvard University
- Data Agreements and sources: Publicly available BLS, BEA data
- Findings: Healthcare occupations
- Purpose: Assist local program leaders with effective sector-based, career pathway program design in a 2-generation human capital strategy
Utilizing Labor Market Information

Nursing Pathway for Tulsa's CareerAdvance® Program, July 2015

CONTINUING CONVERSATION

1. Academic Nursing Skills
2. CORE
3. Critical Thinking
4. CNA 1
5. CNA 2
   - Removed after Cohort 7
6. CNA 3 & Geriatric Tech
   -Removed after Cohort 4
7. PCT
8. LPN
9. Pre-Recs
10. Bridge
11. RN
Contact Information

For questions regarding the case studies and examples in Ohio and Texas, send an email to*:

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*Please use “WIOA Session: Evidence-Building Capacity for Research and Evaluation” the subject line.