Building Cross-System Alignment into Your WIOA System - Part 1: Building Equity and Inclusion into your WIOA Data System

January 11, 2021
HOUSEKEEPING I: CAPTIONING

If you wish to personalize the captioning:

- Click the “Live Transcript” button on the Zoom panel to find the Hide Captions option, or adjust caption size under the “subtitle settings...” option.

- Alternatively, you may open a captioning web page in a new browser. Click the link posted in the Chat box. ([https://www.streamtext.net/player?event=CFI-SPRA](https://www.streamtext.net/player?event=CFI-SPRA))

- Adjust the background color, text color and font using the drop-down menus at the top of the browser. Position the window to sit on top of the embedded captioning.
HOUSEKEEPING II: QUESTIONS

Content questions?
Click on the Q&A button and type in your question.

Tech support questions? Type your question in the Chat box.
WELCOME

Christopher Button
Supervisory Policy Advisor
Office of Disability Employment Policy (ODEP)
U.S. Department of Labor (DOL)
PRESENTERS

Jessica Cunningham, PhD
Executive Director
KYStats
jessica.cunningham@ky.gov

Carol Rogers
Co-Director and CIO
Indiana University,
Business Research Center
rogerssc@iu.edu

Caleb van Docto
Senior Associate
LEAD Center, Social Policy
Research Associates
Caleb_van_docto@spra.com
LEARNING OBJECTIVES

Participants will explore how states can:

- Develop targeted career pathways using occupational data.
- Engage employer partners in the collection and use of public workforce data.
- Advance data-sharing partnerships with required and non-required WIOA partner agencies.
Data systems enable workforce agencies to understand how people move through education and training programs and into the labor market.

States are working toward integration and accessibility and moving away from data silos and system rigidity.

Linking systems and sharing data help states remove redundant processes, gather more accurate information, and develop longitudinal systems that benefit individuals, communities, and policies.
STRATEGIES FOR COORDINATING AND SHARING DATA

- Provide universal data access (e.g., data dashboards) and use management systems that automate scheduling and data sharing.
- Capture occupational-level data.
- Partner with agencies that can provide employment-related data.
- If needed, make use of 3rd party data labs as data intermediaries.
- Engage partners on data design improvements.
- Update policies, processes, or guidance to encourage data-sharing.
Kentucky Center for Statistics

Uniting our data
Informing our Commonwealth
Generating buy-in for data sharing

• Stakeholder roundtable discussions with required and nonrequired partner agencies.

• In part because we focused efforts to make data locally relevant, several agencies agreed to contribute data to KYSTATS, including
  • Vocational rehabilitation (VR),
  • The Supplemental Nutrition Assistance Program (SNAP),
  • Temporary Assistance for Needy Families (TANF), and
  • Medicaid
KYSTATS Governing Board

Education & Workforce Development Cabinet Secretary (CHAIR)

Kentucky Department of Education (KDE) Commissioner

Council on Postsecondary Education (CPE) President

Kentucky Higher Education Assistance Authority (KHEAA) Executive Director

Cabinet for Health and Family Services Secretary
Career and Technical Education

- Required to Submit Data
- Perkins Funding
- Career Pathway Deserts
- Pathway to Demand
  - e.g. pre-nursing
- Future: Inequities within Pathways
Kentucky Workforce Dashboard

• Evaluation of the Workforce Systems
• Not Required to Send Data
• Various Funding
• Employer, Customer, Unemployment Insurance, and Adult Education Outcomes
• Future: Expansion of outcomes for underserved populations
Kentucky Workforce Dashboard (cont’d)

- Current Underserved Populations
  - Unemployed Persons
  - Persons with a Disability
  - Veterans
  - Foreign Born
  - Homeless
  - Foster Youth

- Coming Soon
  - Justice-involved
  - Recovery Individuals
  - Underemployed
Adult Education (SKILLS U)

- Not Required to Send Data
- County Profiles
- For admin staff
- WIOA measures of employment and wages for GED earners
- Postsecondary outcomes
ABOUT INDIANA & CONTEXT

The Indiana Department of Workforce Development connects people and employers through engagement with continued transparency and accountability, while celebrating, valuing and prioritizing equity, inclusion and diversity.

- **Create employer driven data by** assessing employers' present workforce needs. Then, look 3, 5, and even 10 years down the road to determine their future workforce needs.

- **Use the employer driven data** to ensure our educational institutions and training providers are teaching the skill sets necessary to fill those current and anticipated needs.

- **Ensure WorkOne customers and students have a fulfilling** job waiting for them upon completion of earning their certifications or degrees.
COLLECTING OCCUPATION TITLES AND SOC CODES

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Quarter Start</th>
<th>Quarter Stop</th>
<th>Due Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>January 1(^{st})</td>
<td>March 31(^{st})</td>
<td>April 30(^{th})</td>
</tr>
<tr>
<td>2</td>
<td>April 1(^{st})</td>
<td>June 30(^{th})</td>
<td>July 31(^{st})</td>
</tr>
<tr>
<td>3</td>
<td>July 1(^{st})</td>
<td>September 30(^{th})</td>
<td>October 31(^{st})</td>
</tr>
<tr>
<td>4</td>
<td>October 1(^{st})</td>
<td>December 31(^{st})</td>
<td>January 31(^{st})</td>
</tr>
</tbody>
</table>

**Standard Occupational Classification (SOC Code or SOC)**

The SOC Code system is a federal system standard used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. Employers can use a job title to find the SOC Code online.
Specificity matters:

- Employers want to know more about the availability of specific skills for the jobs they have available today.

- Occupation-based information is critical to understanding labor supply at a regional and local level – proximity matters, too.
EMPLOYER ENGAGEMENT - I

We had two goals:

1. Persuade employers to add SOC codes to their wage records with their quarterly UI filing and to create models to use direct and indirect ways to assign occupations and

2. Validate the employer-assigned codes, with what we now call the Occupation Assignment Engine. Here we describe how we successfully accomplished both goals.
EMPLOYER ENGAGEMENT - II

How we implement our strategy:

We engage directly with employers and also provide them with an FAQ document.

As part of our WDQI work, we also produced a specially curated dashboard for those employers who provide the SOCs with their wage records.

We directly emailed those employers with a description and link to the dashboard (https://www.hoosierdata.in.gov/lmi-dashboard.asp). We received positive feedback and the dashboard has had significant usage since its initial release.
EMPLOYER ENGAGEMENT - III

Labor Market Information Dashboard

A customized data set for employers who provide occupation codes with their wage record submissions on ESS.

This dashboard contains regional and state information on:

- **Staffing** patterns
- **Wages** by occupation group
- **Unemployment claims** within your industry
- **Training** opportunities to upskill your workforce

More information available at Indiana’s [LMI Dashboard](#)
COVID-19 IMPACT

- Slowed down development of the company-specific staffing patterns and wage trends
- Increased demand for occupation and skills specific data
LOOKING AHEAD: WHAT’S NEXT

- Login version of dashboard specifically for the employer, showing that company’s staffing pattern compared to the industry-wide patterns

- Wage trends by occupation compared to demand

- Credential data compared to occupations
QUESTIONS AND ANSWERS
RESOURCES

- Indiana’s **Occupation Assignment Engine** is gathering occupational data useful to job seekers, employers, and policymakers.

- Indiana’s **Workforce Economy Dashboard** offers a snapshot of key workforce indicators.

- Kentucky’s **KYSTATS Career Explorer Tool** provides public workforce data through a customer-facing platform.

- Kentucky **Workforce Dashboard**
  - Kentucky’s **Employer Connector Tool**
  - Kentucky’s **CTE Feedback Report**
  - Kentucky’s **Adult Education Feedback Report**
LEAD CENTER WEBSITE

http://leadcenter.org/

Sign up to get information & notifications
CONNECT WITH US

Follow the LEAD Center on…

Facebook: www.facebook.com/LEADCtr
Twitter: https://twitter.com/LEADCtr
LinkedIn: http://www.linkedin.com/company/odep-lead-center/
YouTube: https://www.youtube.com/user/LEADCtr
THANK YOU!