



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

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HOUSEKEEPING I: CAPTIONING

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HOUSEKEEPING II: QUESTIONS

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WELCOME



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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.



POWER TO THE DATA

- ▶ 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



Kentucky Longitudinal Data System (KLDS) Powered by KYSTATS



Kentucky Department of Education

- K12 Students
- K12 Teachers
- K12 Staff
- Career/Technical Education
- Teacher/Education Certification
- Governor's Scholar Program

Council on Postsecondary Education

- Public & Independent Postsecondary

Commission on Proprietary Education

- Proprietary Colleges

Bureau of Labor Statistics

- Labor Market Information

Labor Cabinet

- Unemployment Insurance (UI) Claims & Wages

Department of Workforce Investment

- Workforce Training
- Office for the Blind & Vocational Rehab
- Job Seekers
- Focus
- Apprenticeships

Education and Workforce Development Cabinet

- Skills U (Adult Education)

Finance & Administration Cabinet

- Revenue Data
- Financial Aid - Kentucky Higher Education Assistance Authority

Cabinet for Health and Family Services

- Early Learning - Child Care
- Supplemental Nutrition Assistance Program (SNAP)
- Temporary Assistance For Needy Families (TANF)
- SNAP Employment & Training Program (SNAP E&T)
- Medicaid Eligibility and Claims
- Vital Statistics
- TWIST Foster Care & Adoption
- HANDS

Kentucky Board of Nursing Medical Licensure Board

- Nursing Licenses

Justice and Public Safety Cabinet

- Corrections

Industry Certification

- National Institute for Automotive Service Excellence (ASE)
- Computing Technology Industry Association (CompTIA)

Other Data Sources

- Kentucky Chamber of Commerce - Talent Pipeline Management
- Governor's Office Of Early Childhood - Head Start
- Coleridge Initiative - Out of State Education and Employment and Wage Data

Kentucky Transportation Cabinet

- Driver Licensing

In-Progress Relationships

- Justice and Public Safety Cabinet - Department of Juvenile Justice

KYSTATS Governing Board

**Education & Workforce Development Cabinet Secretary
(CHAIR)**

Kentucky
Department
of
Education
(KDE)
**Commis-
sioner**

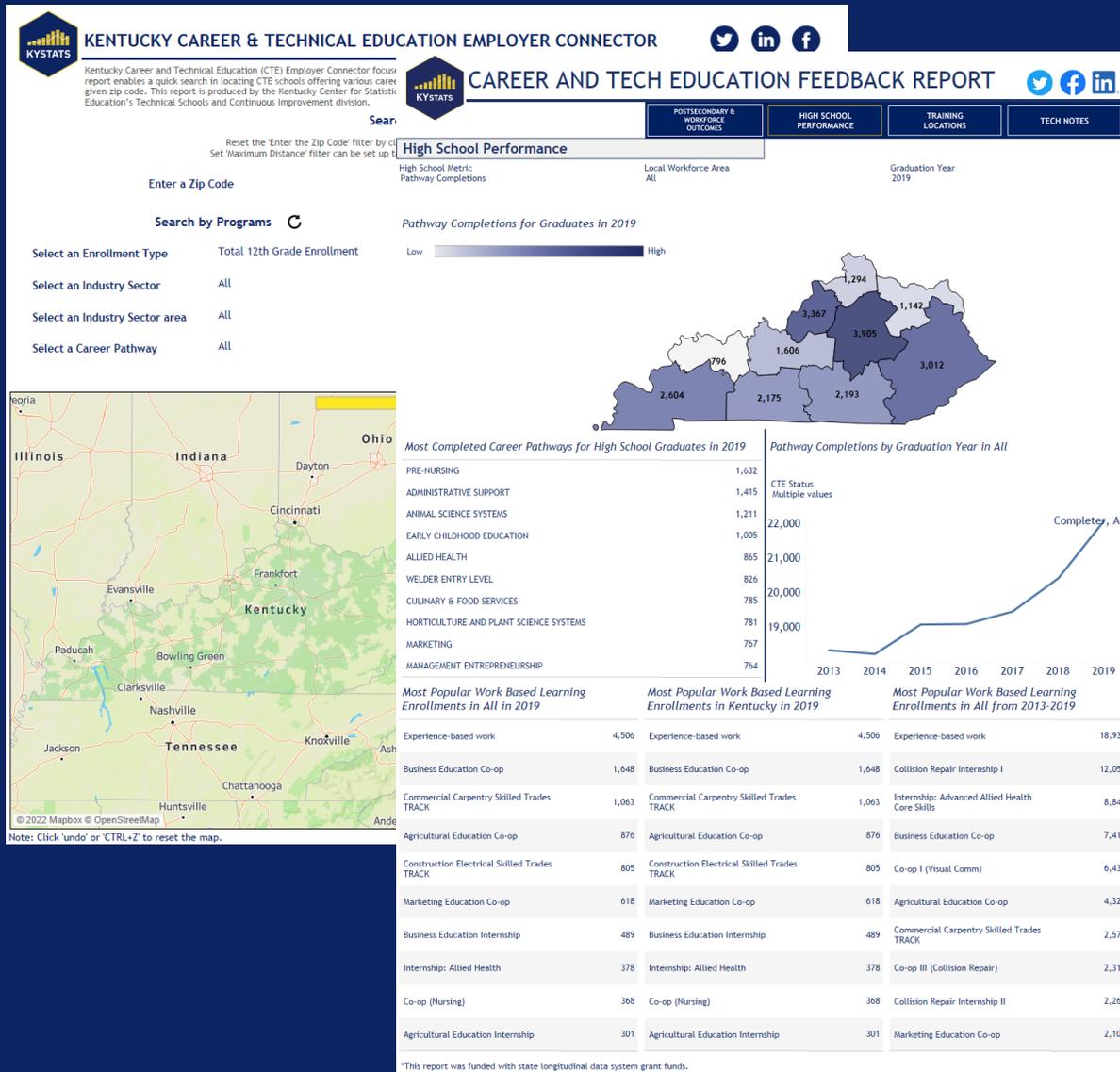
Council on
Postsecon-
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Education
(CPE)
President

Kentucky
Higher
Education
Assistance
Authority
(KHEAA)
**Executive
Director**

Cabinet for
Health and
Family
Services
Secretary

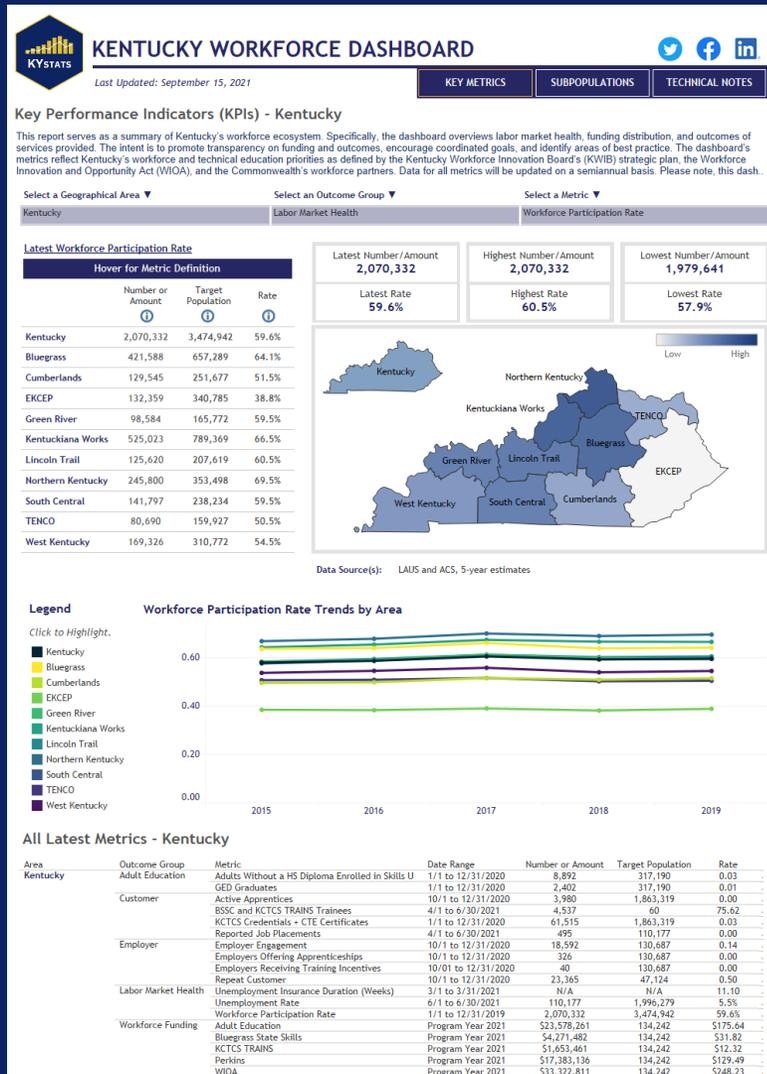


Career and Technical Education



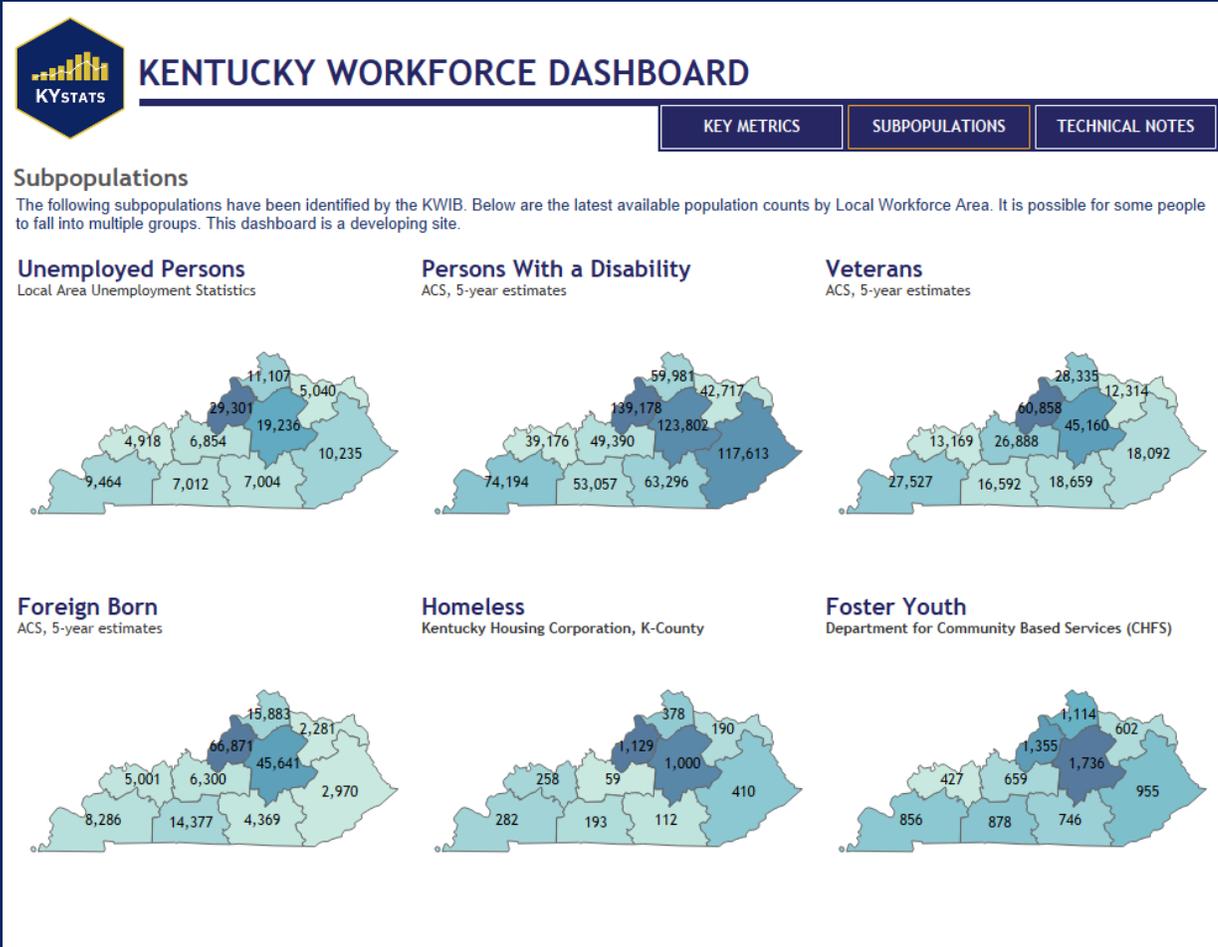
- Required to Submit Data
- Perkins Funding
- Career Pathway Deserts
- Pathway to Demand
 - e.g. pre-nursing
- Future: Inequities within Pathways

Kentucky Workforce Dashboard



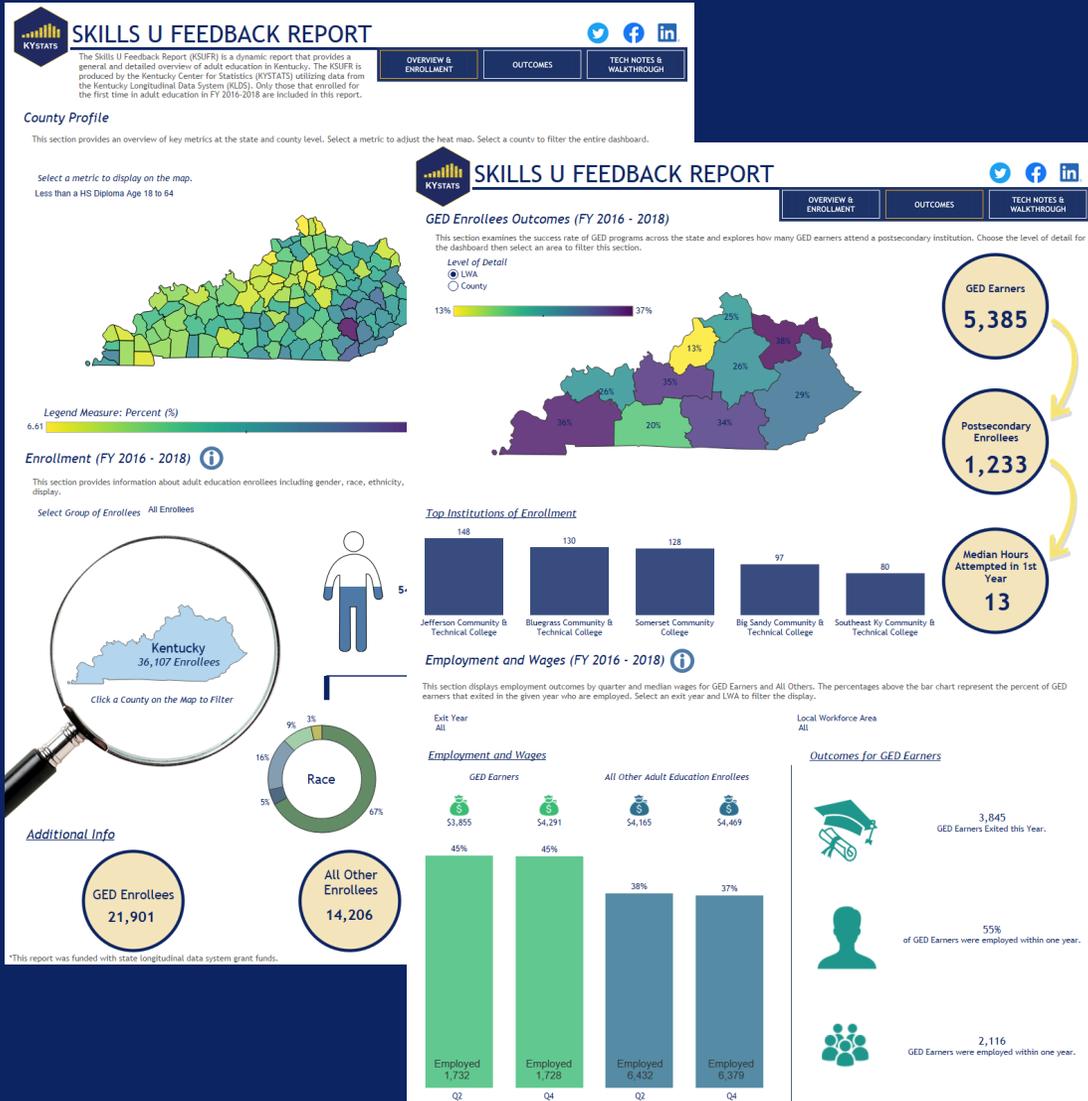
- Evaluation of the Workforce Systems
- Not Required to Send Data
- Various Funding
- Employer, Customer, Unemployment Insurance, and Adult Education Outcomes
- Future: Expansion of outcomes for underserved populations

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

Quarter	Quarter Start	Quarter Stop	Due Date
1	January 1 st	March 31 st	April 30 th
2	April 1 st	June 30 th	July 31 st
3	July 1 st	September 30 th	October 31 st
4	October 1 st	December 31 st	January 31 st

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.

OCCUPATIONAL DATA BENEFITS

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 SOC's 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

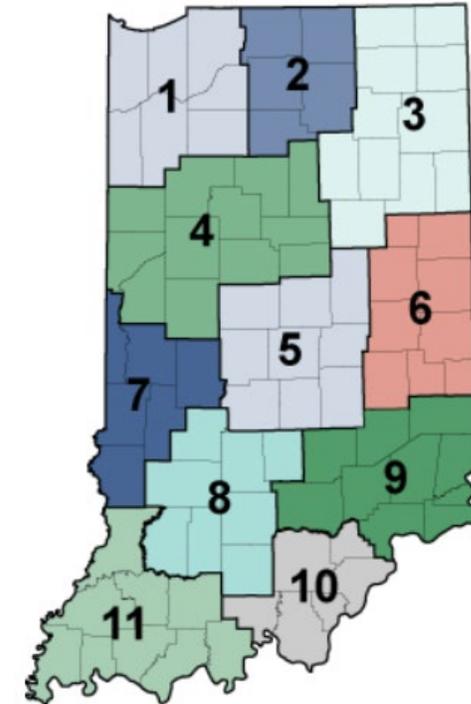
A customized data set for employers who provide occupation codes with their wage record submissions on ESS.

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

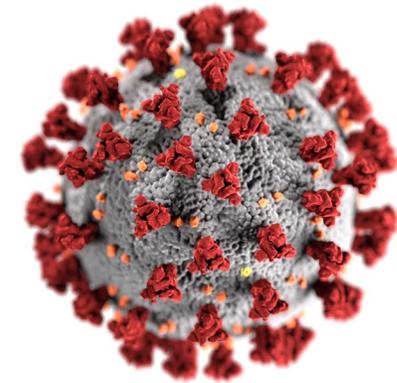
More information available at Indiana's [LMI Dashboard](#)

Use the map below to view insights from your local regional analyst



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](#)

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THANK YOU!