

The Federal Imperative on Workforce Outcomes



Illinois
Department of Commerce
& Economic Opportunity
Bruce Rauner, Governor



Workforce Data Quality Initiative

The Vision

The IL Longitudinal Data System (ILDS) and the IL Workforce Data Quality Initiative (WDQI) are two Federally-funded statewide projects that have been charged with putting pieces of educational and work experience data together and framing them so that educators, researchers, and economic trending experts can see a full picture of life-long pathways and achievements in order to identify what works best.

The Journey

The experts focusing on these two side-by-side efforts are bringing pertinent workforce and education data currently stored in separate state agencies together to better understand the Return on Investment of taxpayer-funded programs.

Sharing data, within a completely private and secure data structure, will enable the state to analyze career trends, training demand industries, educate service providers, and overall create a resilient IL economy with a skilled workforce contributing to competitive advantages for strong businesses.

IL Data Sharing – Security #1

Governance

Final
Authority

External Advisory:
Engage with P-20 Council & Illinois
Early Learning Council

State
Leadership

Governing Board

Initiated on
6/30/2013

State Agency
Members and
Subject
Matter
Experts

**Data Elements
& Collection**

**Data Access &
Use**

**Technical
Architecture &
Data Security**

**Performance
Measures &
Reports**

Committees

Legal Controls

Technology & Privacy

- Technical, legislative, and privacy policy concerns must be properly addressed in order to form a shared-data system.
- From the beginning, Illinois has placed these issues as a top priority.
- Policy and procedures are created to assess:
 - ongoing system risks,
 - potential audit action items, and
 - compliance issues
- All Personally Identifiable Information (PII) and data sharing must be approved, documented, and protected.

Workforce, Human Services, and Education – State Agency Partnership

State agencies are working together to improve customer services and outcomes through data sharing.

Workforce

- Illinois Department of Commerce and Economic Opportunity (DCEO)
- Illinois Department of Employment Security (IDES)

Human Services

- Illinois Department of Human Services (IDHS)

Education

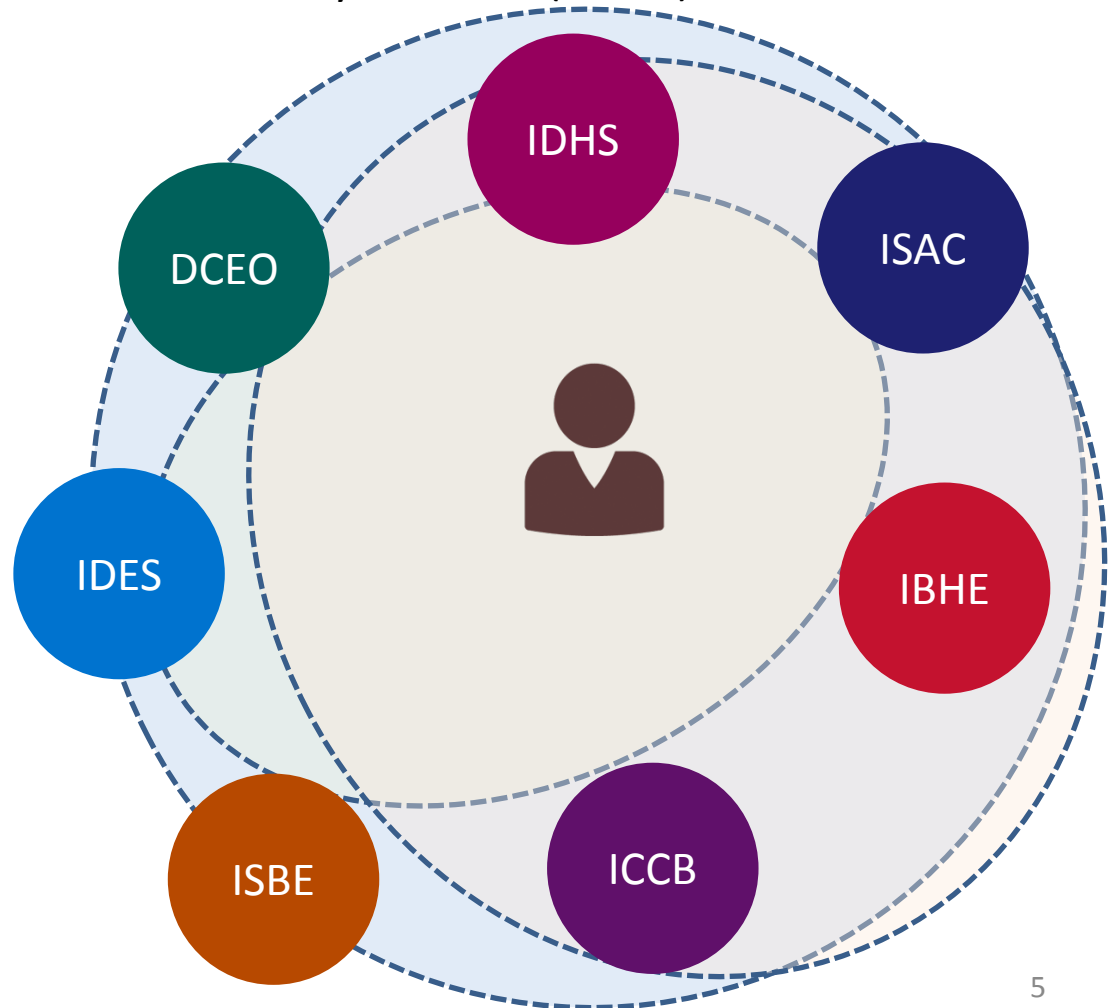
- Illinois State Board of Education (ISBE)
- Illinois Student Assistance Commission (ISAC)
- Illinois Community College Board (ICCB)
- Illinois Board of Higher Education (IBHE)

State Agency Programs and Services

Each of these agencies operates independently but are working together to improve system connectivity through initiatives including the Illinois Longitudinal Data Study (ILDS) and the Workforce Data Quality Initiative (WDQI).

As citizens are advancing through school and into careers or businesses, they are at some point(s) benefiting from programs and services offered by some or all of these agencies.

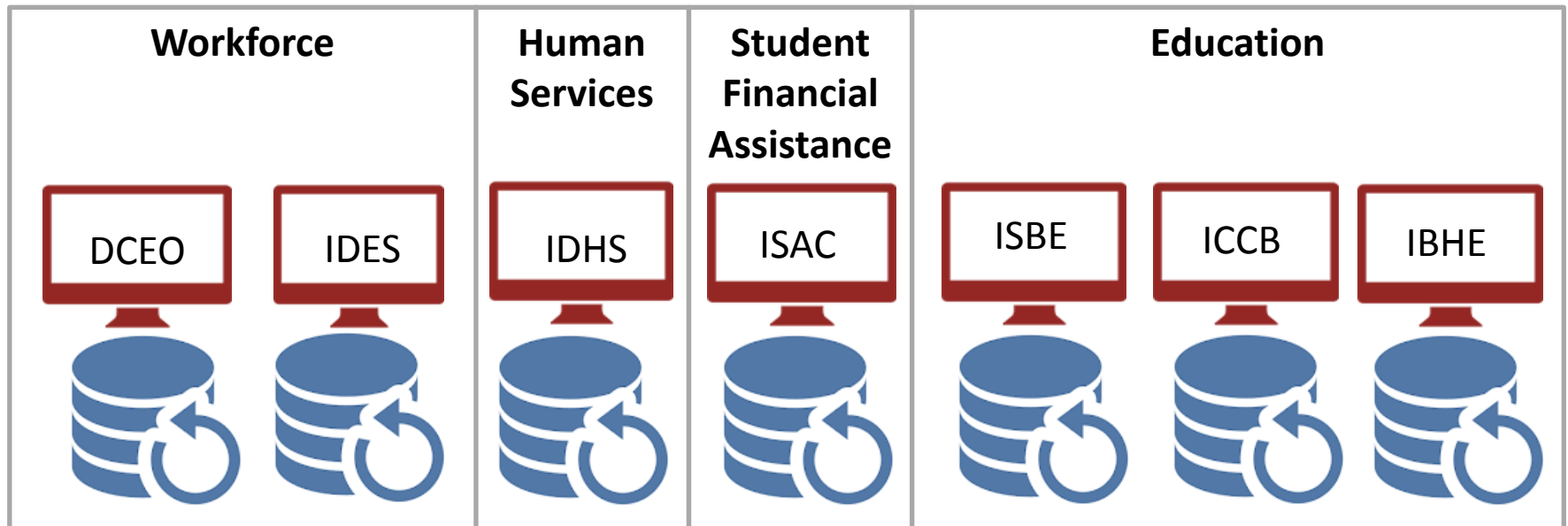
To best serve everyone throughout their life in Illinois, it is essential for the agencies to provide clear and direct access to information and data on programs, customers, and outcomes.



Transparency: State Information Systems

State information systems support a myriad of regulations, reporting and security requirements, and are needed to carry out the day-to-day operations of each agency and their respective service providers. Some systems are used only by staff, while others offer some form of public access through web applications.

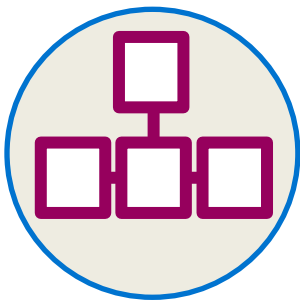
To improve transparency, the goal of WDQI and ILDS is to identify and merge useful data from workforce, education, and human services information systems. The combined data will provide citizens of Illinois intelligent options from which they can make informed decisions on programs and benefits open to them.



Technological Progress

There are technologies in place now and still underway, that use an incremental approach and leverages existing systems. Enhancements are made over time to agency information systems through:

- Common data models, architecture, and markup
- Data security and validity protocols
- Data sharing agreements
- Integration with web services based on modern best practices
- Establishing a single-sign-on and role management service

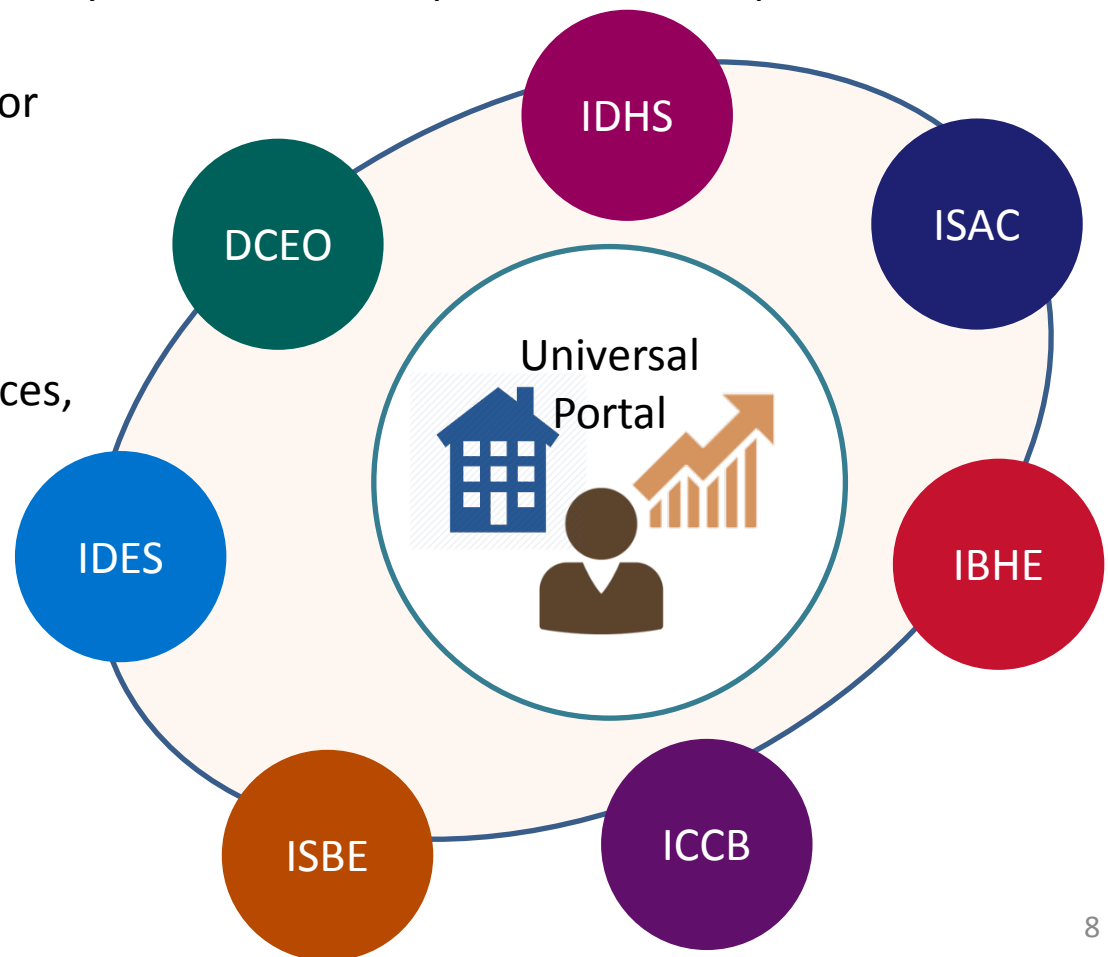


WDQI and LDS Benefits

Comprehensive and integrated historical workforce and educational data will be one of the key components that connect the dots between the agencies. WDQI and LDS will provide useful and practical information which citizens can utilize throughout their entire life based on what needs they have at each step of their development.

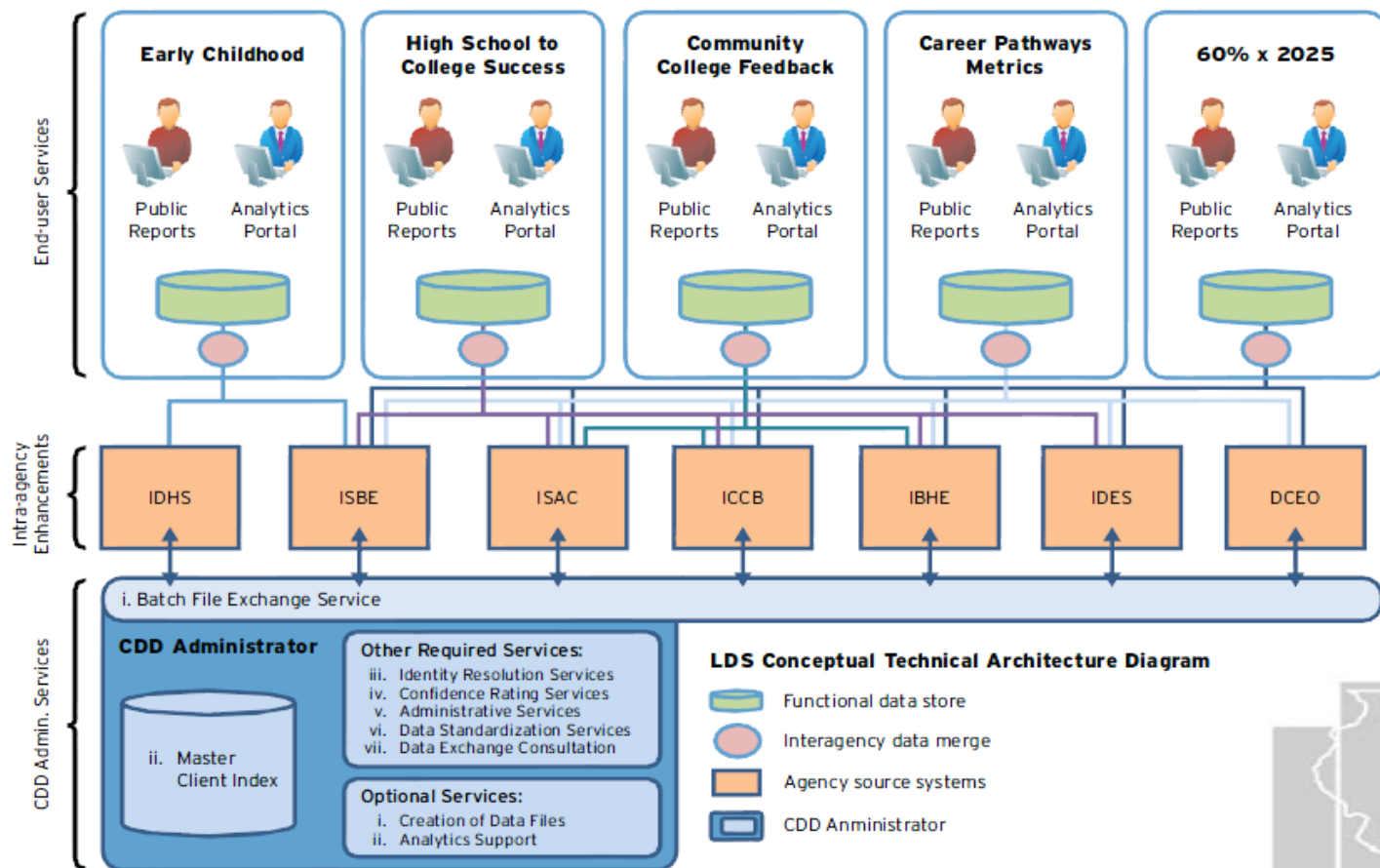
This consumer information is for all citizens and state and local service partners.

It can aggregate program services, customer information and outcomes and use multiple sources of state agency data serving different purposes.



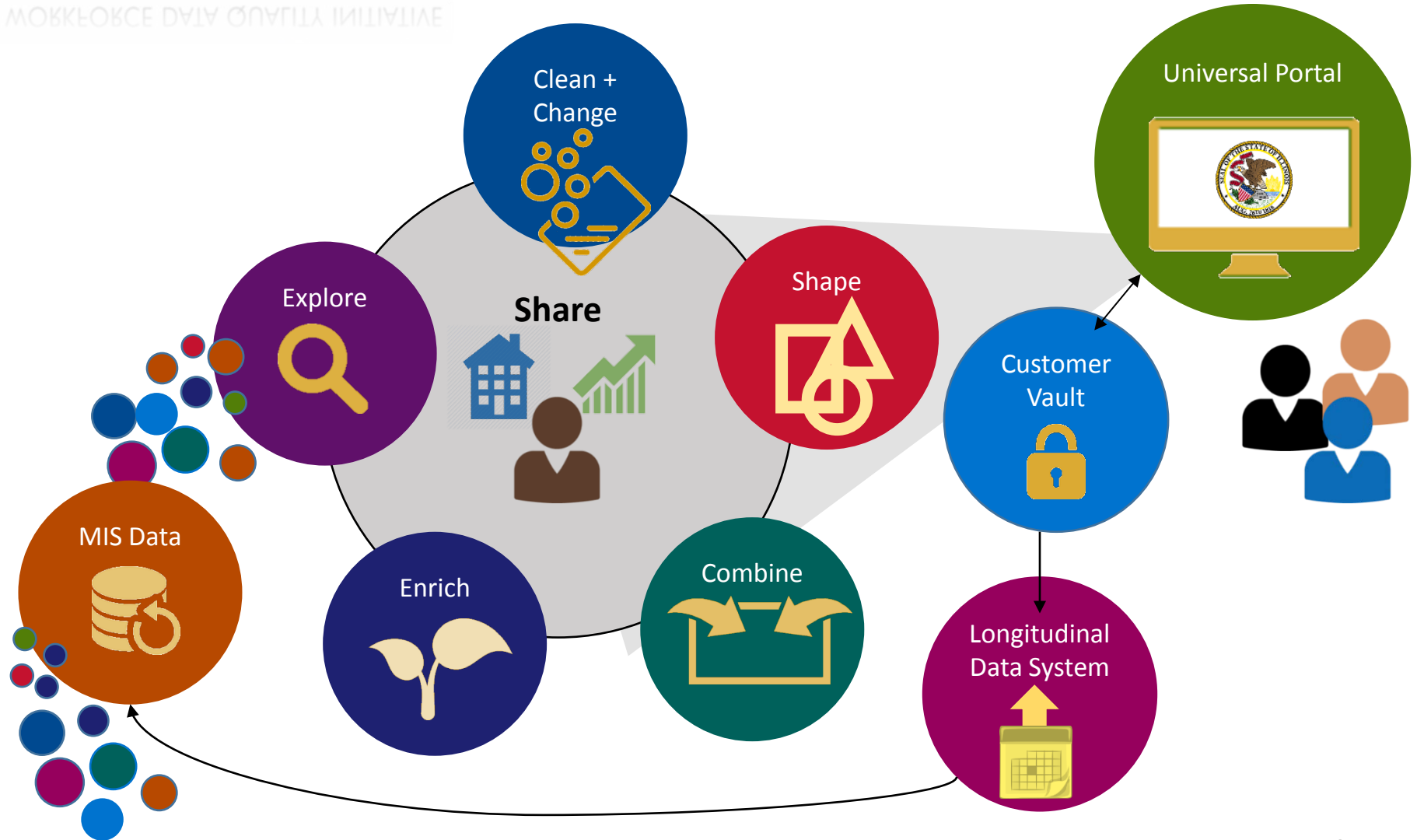
Integration in Illinois

The ILDS and the WDQI teams and agency partners have worked together over the last several years to establish a common vision and plan of action for building a cost-effective federated or distributed education and workforce longitudinal data system that can be maintained and sustained under the direction of the statewide ILDS Governing Board utilizing a Central Demographic Dataset Administrator (CDDA).





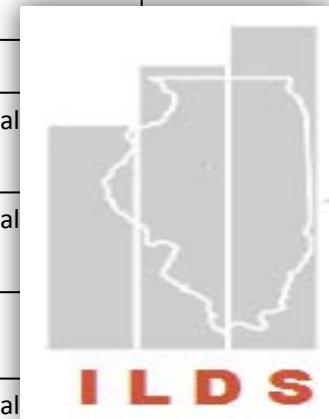
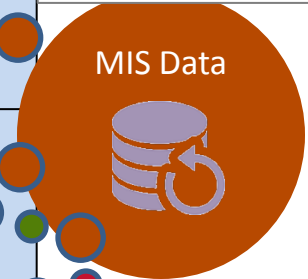
Integration: Continuous Process



Merging and sharing data between agencies is an ongoing process.

WDQI & LDS Data Sources

Agencies	Programs	Services
Workforce		
Illinois Department of Commerce and Economic Opportunity (DCEO)	<ul style="list-style-type: none"> WIOA Title I Trade 	<ul style="list-style-type: none"> Career Services Employment Services Training
Illinois Department of Employment Security (IDES)	<ul style="list-style-type: none"> Trade Unemployment Insurance Labor Market Information (LMI) 	<ul style="list-style-type: none"> Unemployment benefits LMI
Human Services		
Illinois Department of Human Services (IDHS)	<ul style="list-style-type: none"> TANF Rehabilitation Services 	<ul style="list-style-type: none"> Public assistance benefits Disability services
Education		
Illinois State Board of Education (ISBE)	<ul style="list-style-type: none"> Pre-Kindergarten – Grade 12 	<ul style="list-style-type: none"> Education program/course approval
Illinois Community College Board (ICCB)	<ul style="list-style-type: none"> Adult Education Community Colleges 	<ul style="list-style-type: none"> Education program/course approval
Illinois Student Assistance Commission (ISAC)	<ul style="list-style-type: none"> Financial Assistance 	<ul style="list-style-type: none"> Financial assistance
Illinois Board of Higher Education (IBHE)	<ul style="list-style-type: none"> Private Postsecondary and Public Universities 	<ul style="list-style-type: none"> Education program/course approval



Overview of Workforce Narratives

Conventional Narrative

Quantitative Workforce Measures

DCEO

IDES

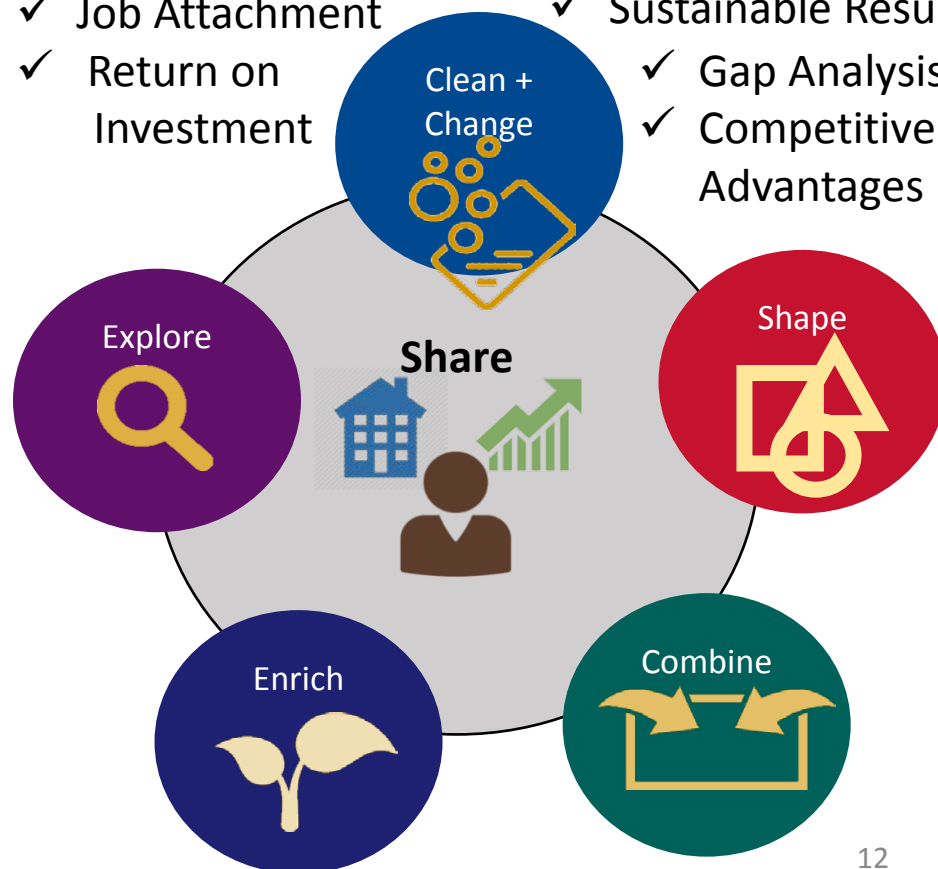
Entered Employment
Average Earnings
Credentials Earned

Employment Counts
Monthly Earnings
Clients Assisted

Enhanced Narrative

Qualitative Workforce Measures

- ✓ Career Placement
- ✓ Job Attachment
- ✓ Return on Investment
- ✓ Long-term Gains
- ✓ Sustainable Results
- ✓ Gap Analysis
- ✓ Competitive Advantages

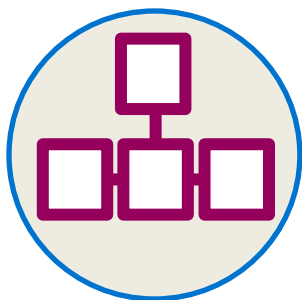


Workforce Outcomes: Policy Implications Reference Group and Trend Comparisons

Employment and Training Program Exit Reasons Counts for Program Year 2012 Quarter 2 “Q2”



Education/Credential/Military	469	7.4%
Entered Employment	3,073	48.2%
Client Terminate	1,069	16.8%
<u>Other</u>	<u>1,759</u>	<u>27.6%</u>
Total	6,369	100.0%



What is the role of the labor market for workforce outcomes?

- Federal imperative
 - Workforce Data Quality Initiative (WDQI)
 - Workforce Innovation and Opportunity Act (WIOA)
- Alignment of Data Systems: Implications for Outcomes
 - How to measure an outcome?
 - Unit of analysis
 - How to report outcomes?
 - Context
 - How to compare outcomes?
 - Reference groups



Workforce Outcome Narratives

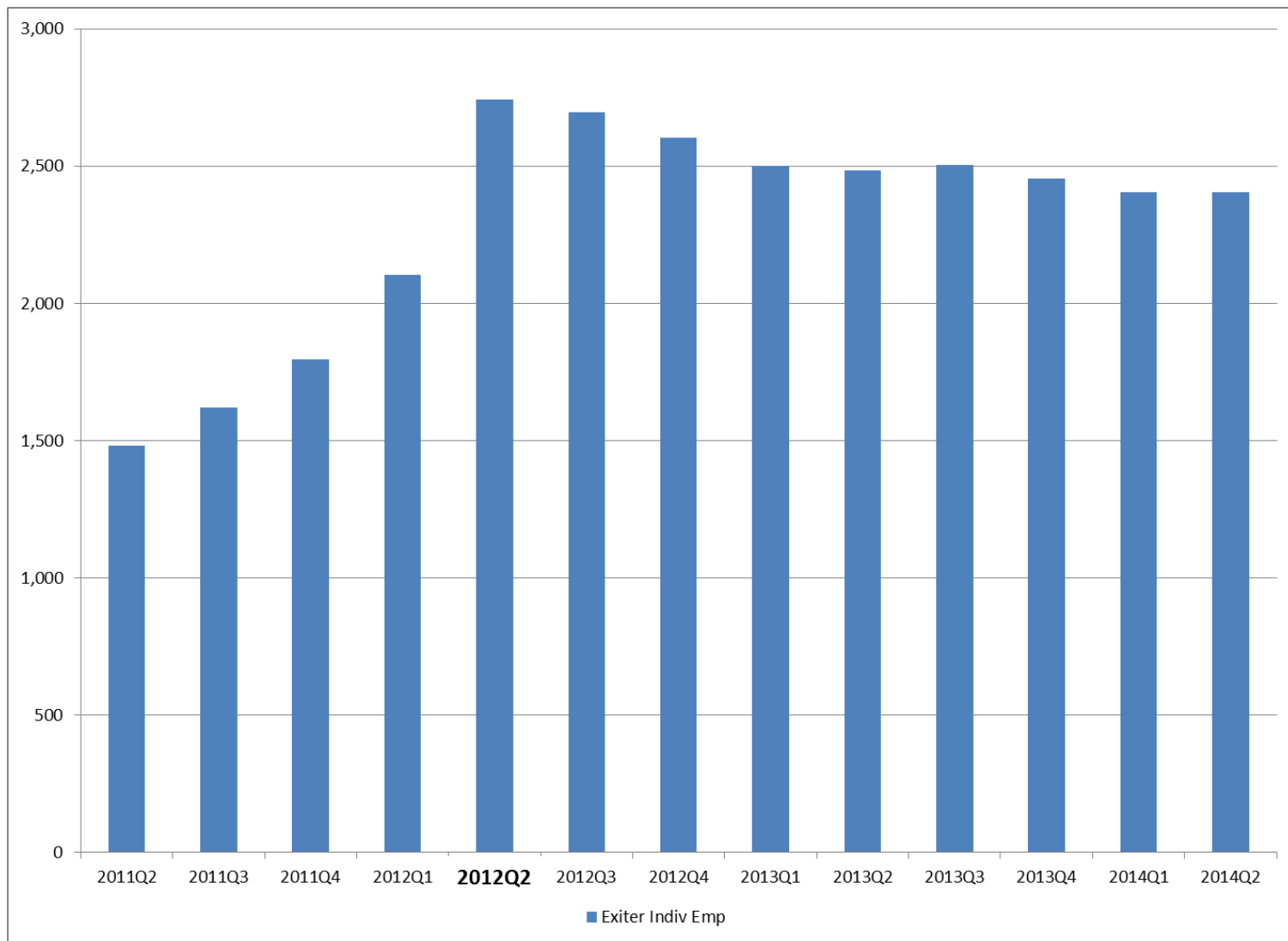
Conventional Narrative

- **Individual-based measures**
 - Unit of analysis: SSN
- **Workforce outcomes**
 - Outcome comparisons linked to program completion, but disconnected from labor market status
 - reference group comparisons are often misleading

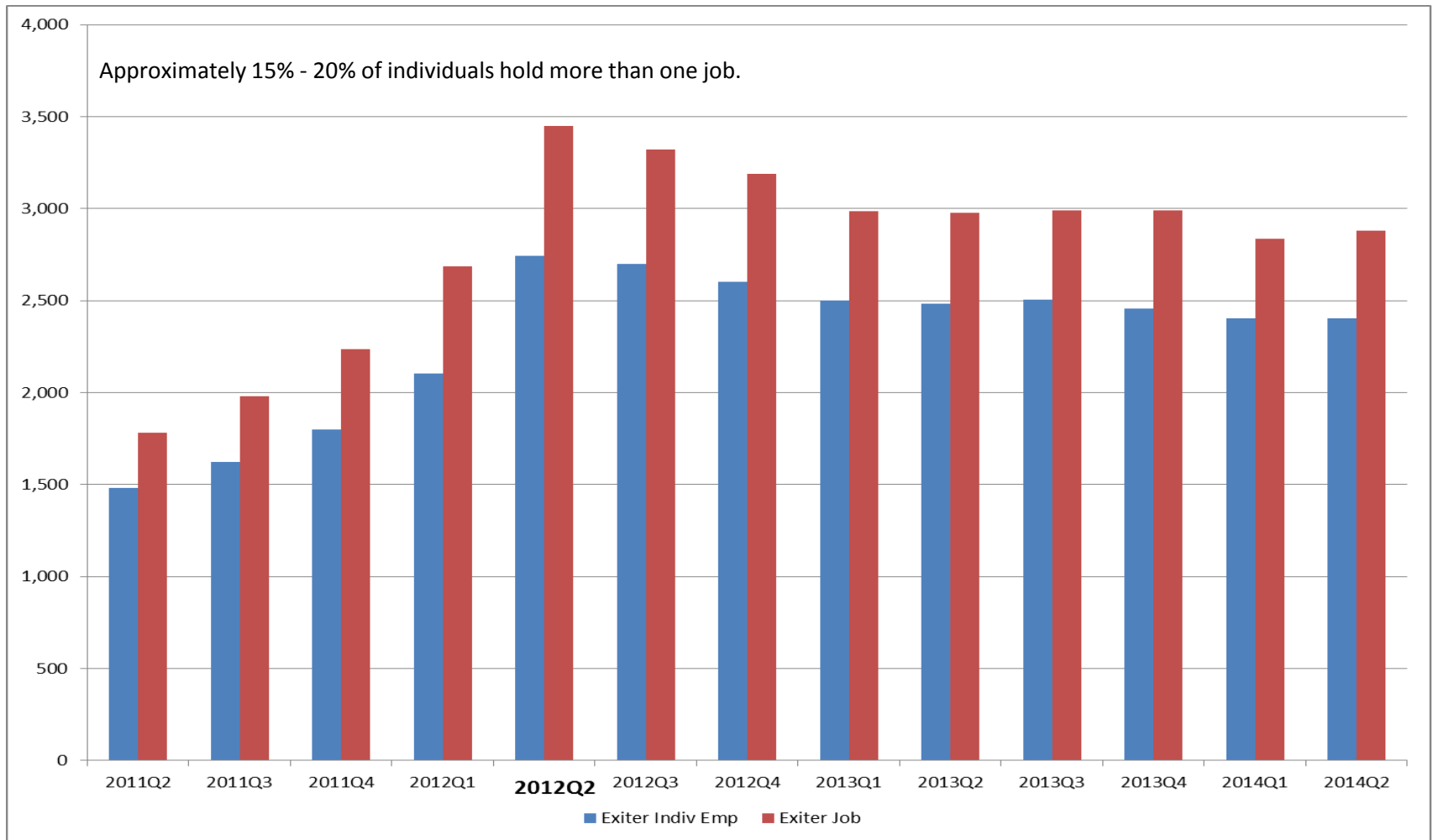
Enhanced Narrative

- **Job-based measures**
 - Unit of analysis: pairing of SSN and Employer UI Account
- **Workforce outcomes**
 - Outcome comparisons link program completion to labor market status
 - labor market status enhances cross-sectional and time-series reference group comparisons

Conventional Narrative: Employment Count

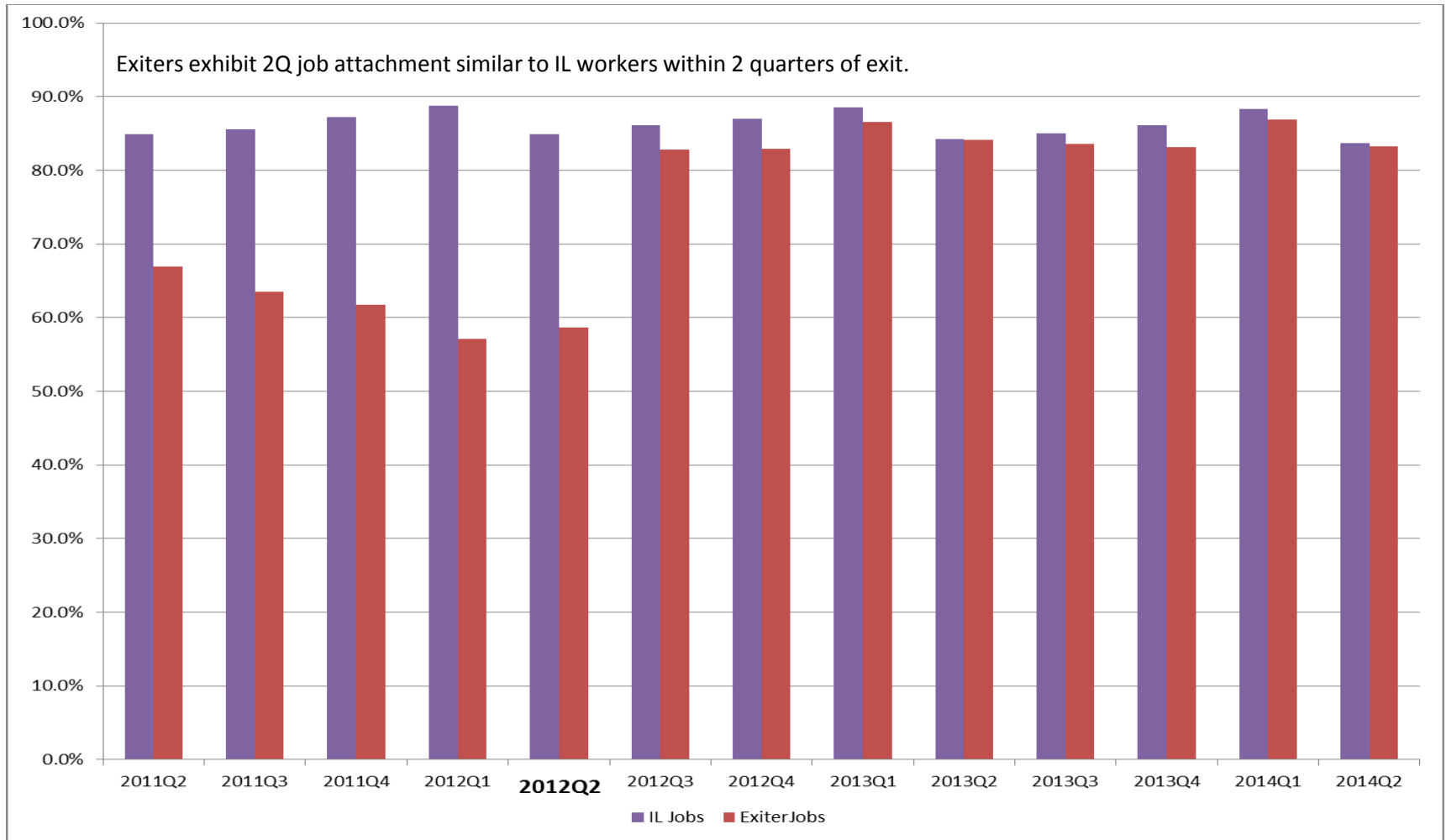


Enhanced Narrative: Employment Count vs Job Count



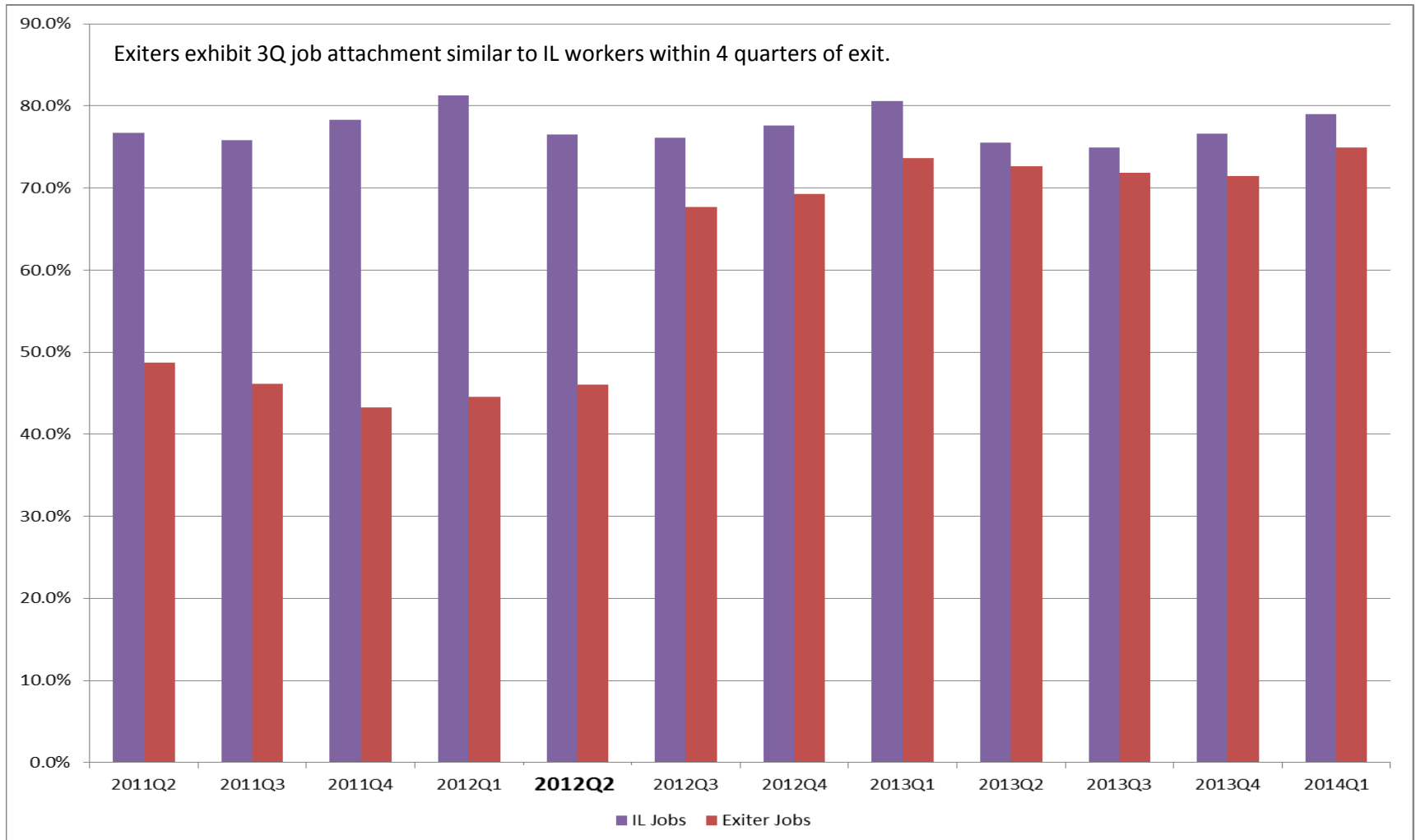
Enhanced Narrative:

Job Attachment for 2 Consecutive Quarters

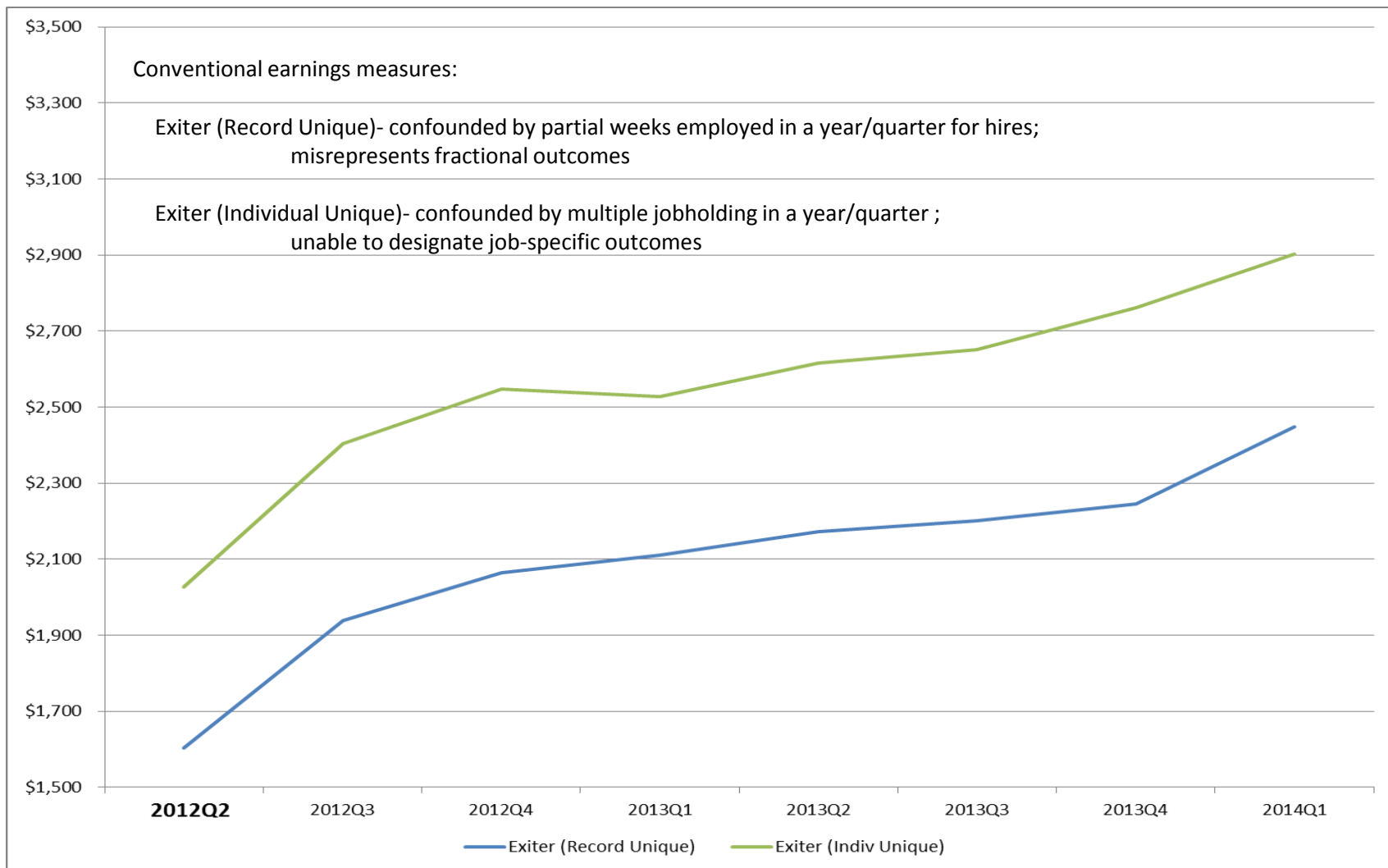


Enhanced Narrative:

Job Attachment for 3 Consecutive Quarters

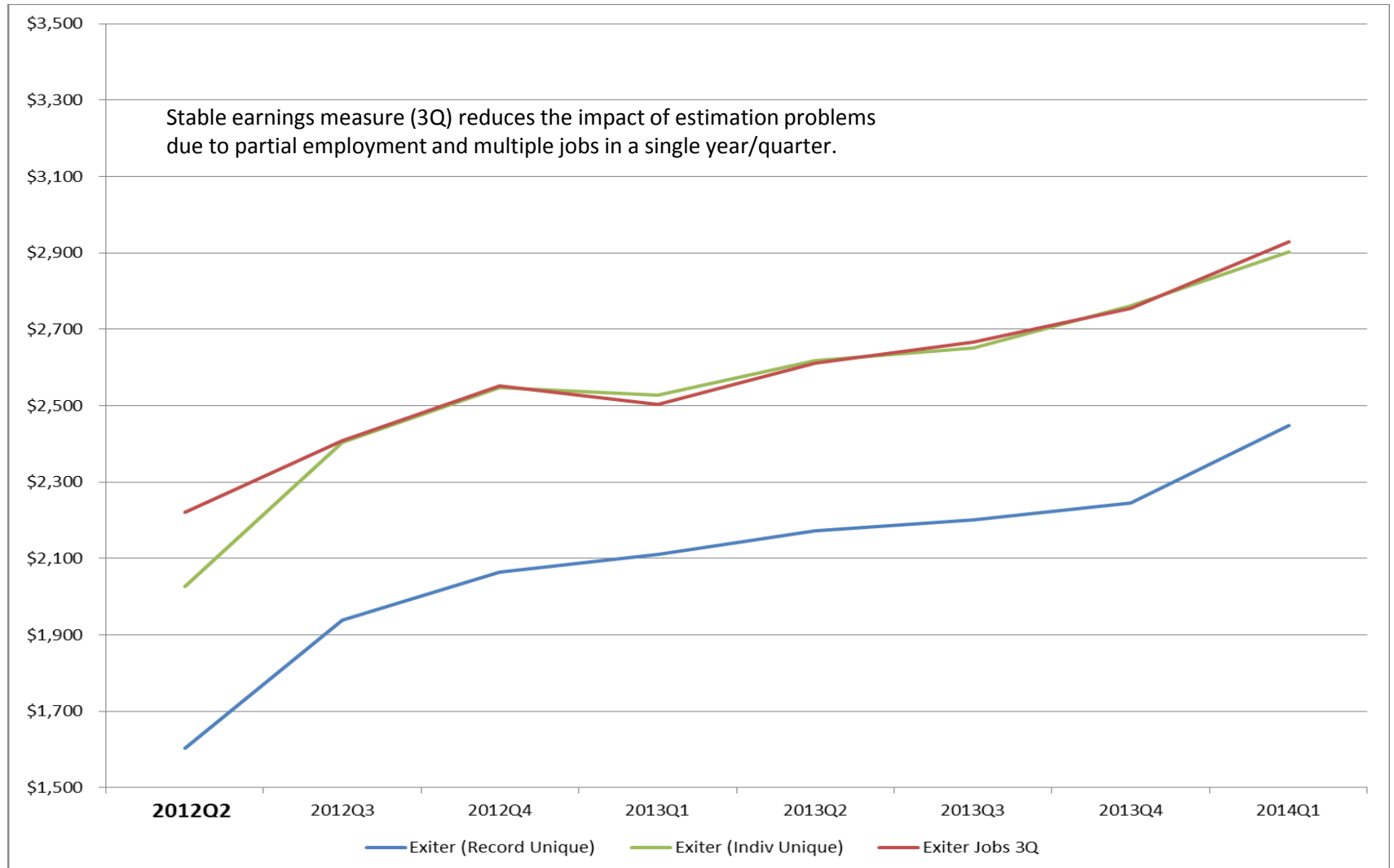


Conventional Narrative: Average Monthly Earnings



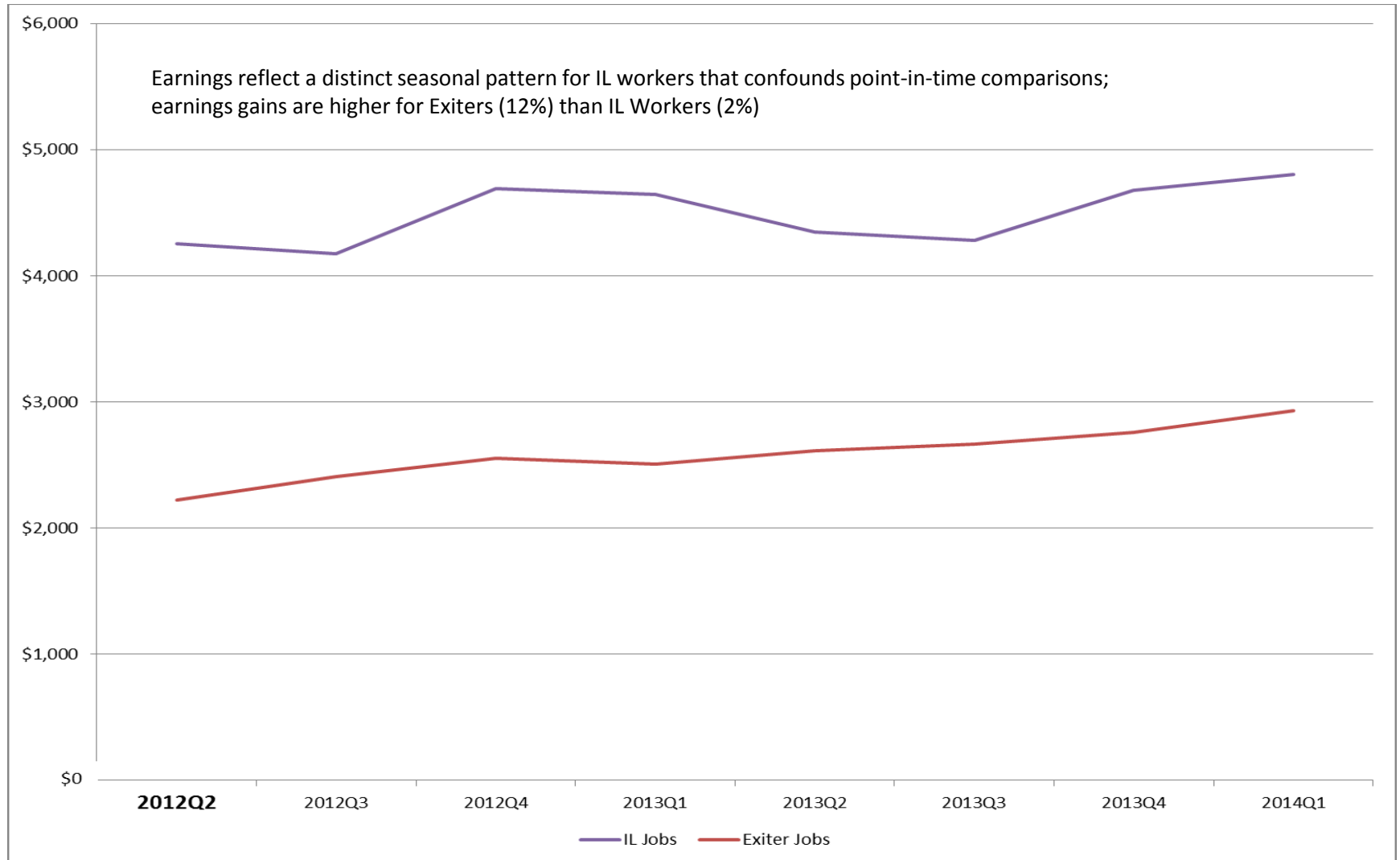
Enhanced Narrative:

Average Monthly Earnings by Job Attachment

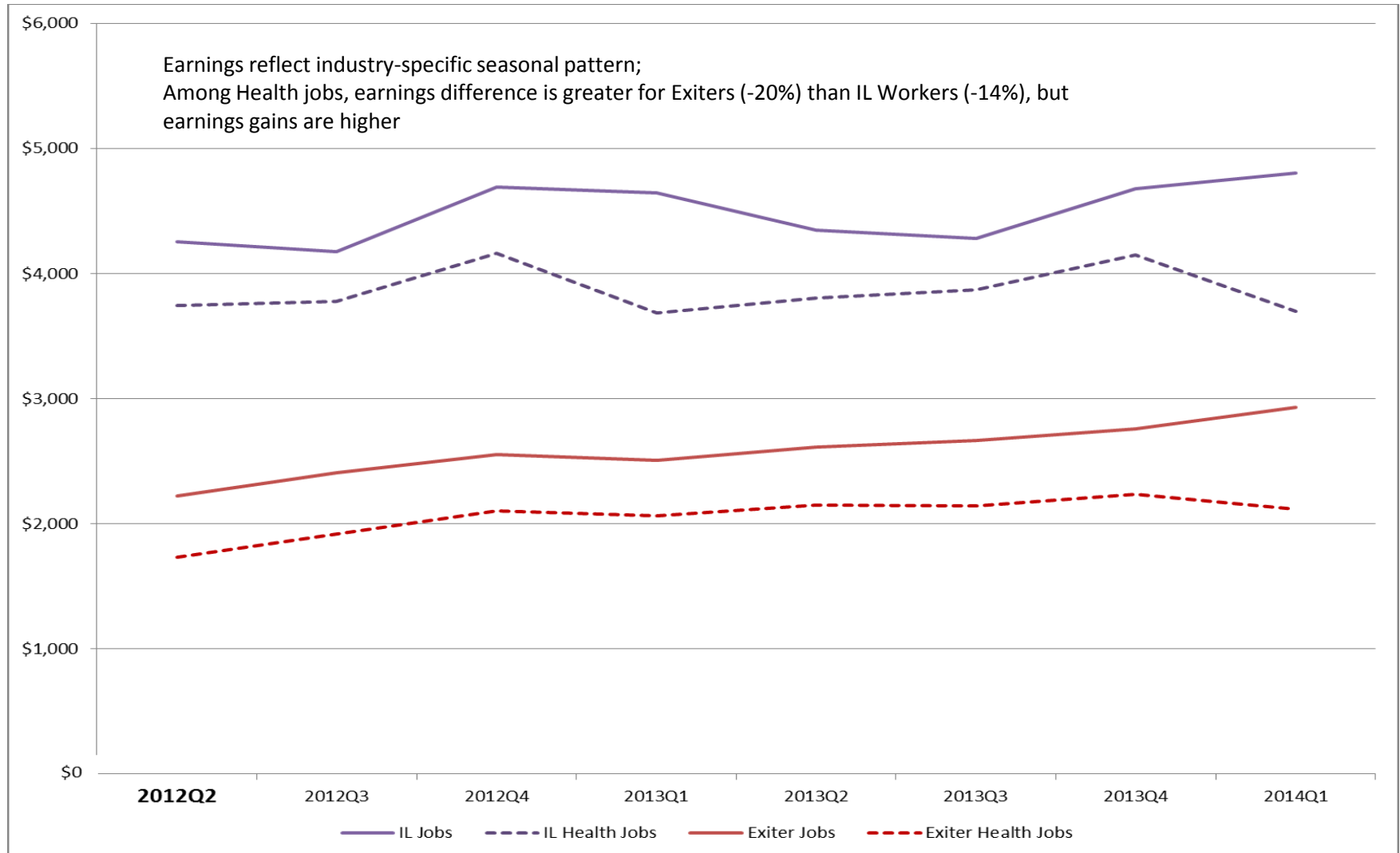


Enhanced Narrative:

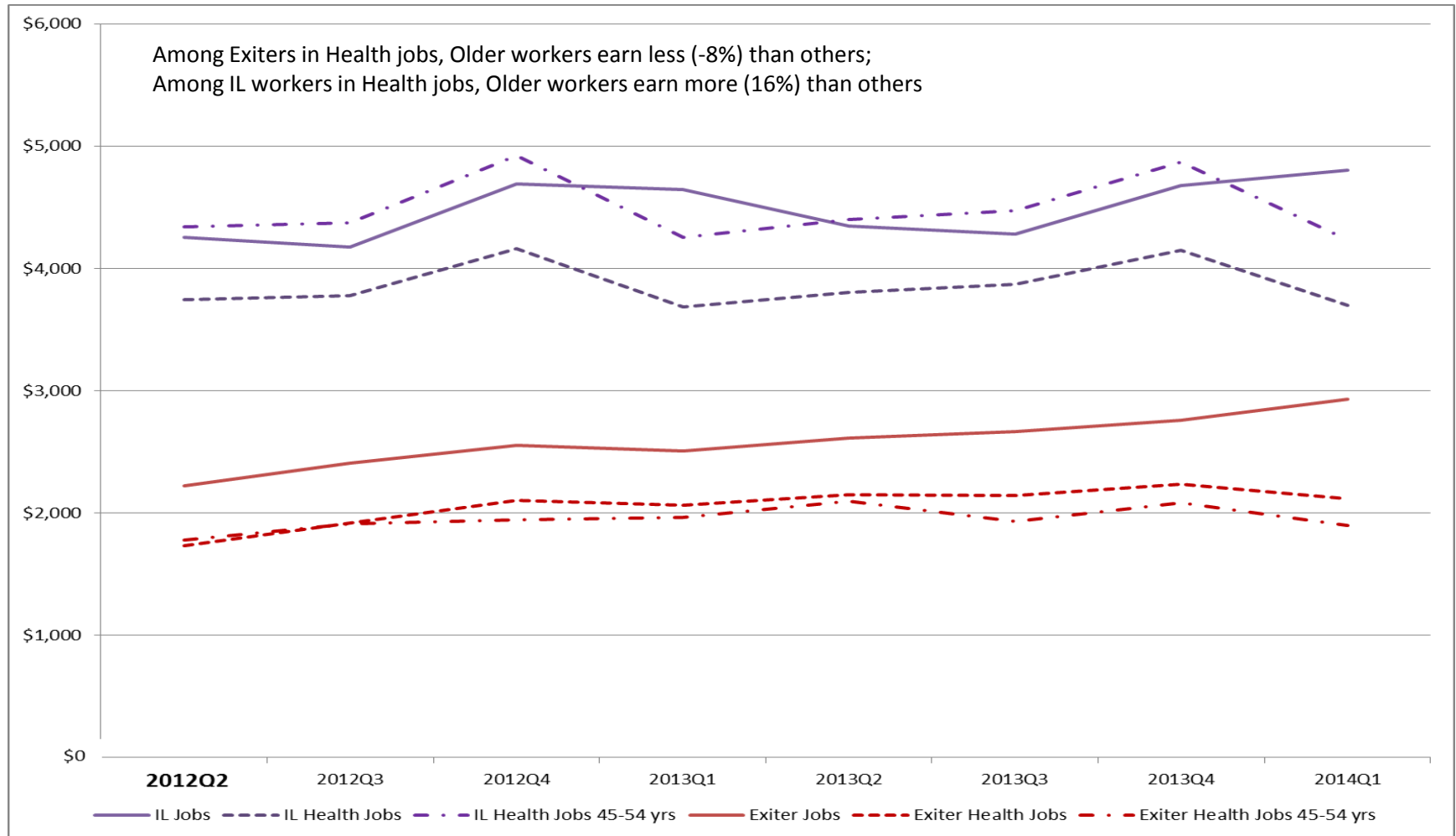
Average Monthly Earnings (3Q Job Attachment)



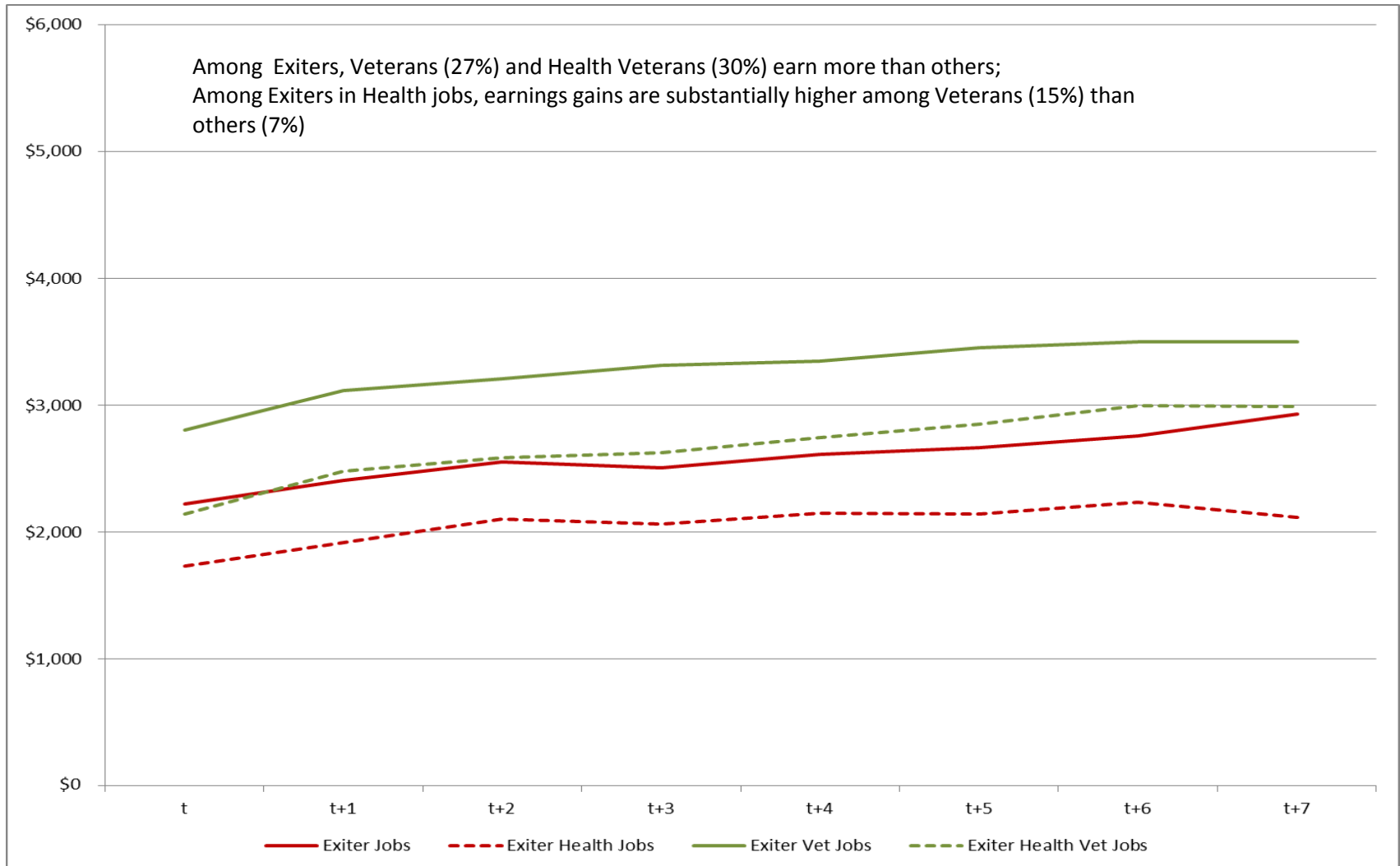
Enhanced Narrative: Average Monthly Earnings by Industry



Enhanced Narrative: Average Monthly Earnings by Age within Industry



Enhanced Narrative: Outcomes for Veterans



Enhanced Narrative: Outcomes for Older Veterans



Enhanced Outcomes: So What?

- What is the role of the labor market in the federal imperative?
 - Analysis shifts to jobs
 - Outcome comparisons link program completion to labor market status
 - Labor market status enhances cross-sectional and time-series reference group comparisons
- Outcome Findings
 - 15% to 20% of Exiters hold multiple jobs
 - Exiters establish job attachment similar to other IL workers within one year of entrance to the labor market
 - Among Health jobs, earnings difference is greater for Exiters than IL workers, but the earnings gains are higher for Exiters
 - Among Health jobs, earnings returns to experience (age) are substantially lower for Exiters than IL workers
 - Among Exiters, Veterans earn more than others and earnings gains are substantially higher
 - Among Exiters in Health jobs, Older Veterans earn more and have higher earnings gains than other Older workers



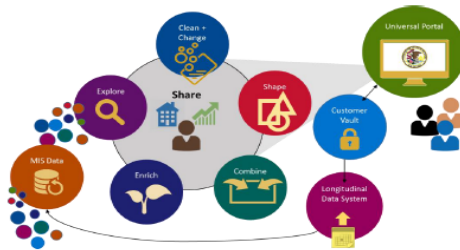
ILLINOIS

WORKFORCE DATA QUALITY INITIATIVE



Illinois' Workforce Data Quality Initiative (WDQI) brings together and analyzes a subpopulation's demographic characteristics, employment history, and employment services data. WDQI and ILDS team members have been in the process of designing and developing the inter-operational technologies necessary to provide a more fluent and comprehensive picture of life long educational and workforce pathways. Integrating the common threads of information will align common key performance indicators that allow planning agents the ability to forecast and target funding and services in a way that optimizes Illinoisan's career success and fulfillment.

Hindsight is 20/20. WDQI and ILDS allows a clear and empirical way to measure and predict circumstances and demands that will result in a more educated workforce and a more prosperous Illinois. What it means for the citizens of Illinois is that the State and its many training partners will be able to develop more advanced training and employment strategies. Ultimately, it will give clients more control over their experience and outcomes and open doors to new unique and accelerated pathways to economic freedom and advancement.



www2.illinoisworknet.com/wdqi

WDQI Partner Agencies:

- Illinois Board of Higher Education
- Illinois Community College Board
- Illinois Department of Commerce and Economic Opportunity
- Illinois Department of Employment Security
- Illinois Department of Human Services
- Illinois State Board of Education
- Illinois Student Assistance Commission



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