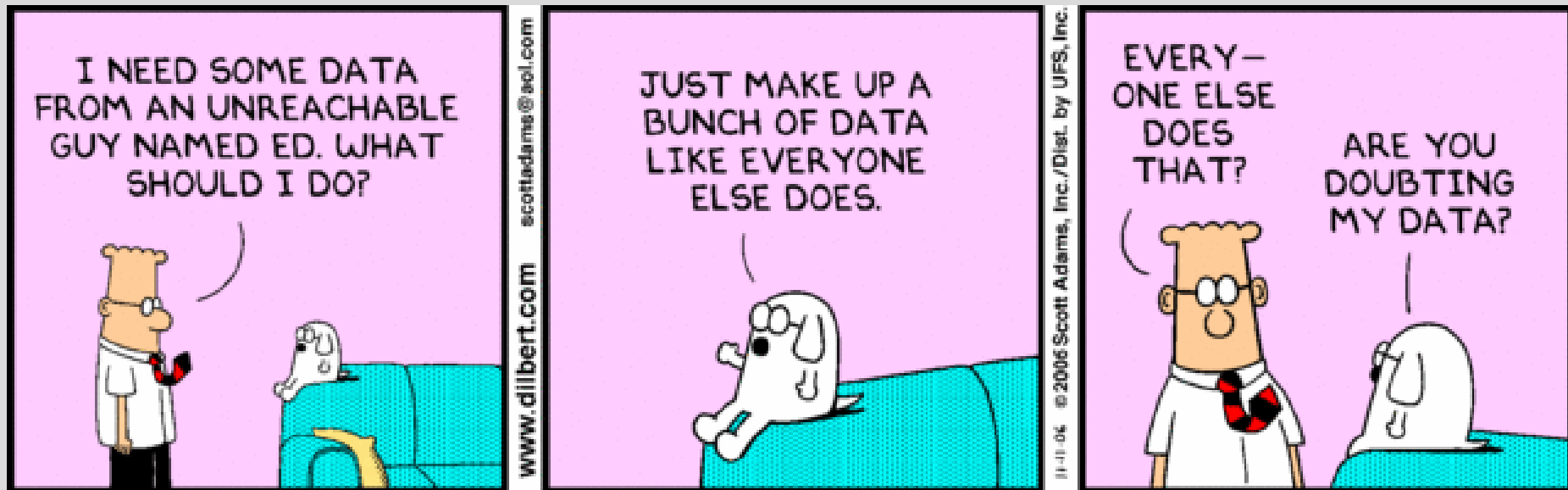


SHARING DATA ACROSS SYSTEMS TO IMPROVE WORKFORCE DEVELOPMENT OUTCOMES IN THE GREATER SEATTLE AREA

Krista Diaz, Paul Garcia, Darlene Molsen, Chris Pierson, Dawn Karber, Amanda Santo

What does data sharing mean to you?



Overview



- Report on our findings about opportunities and challenges related to data sharing and feedback loops within the workforce system.
- Approximately 30-minute presentation – time for questions (and applause) at the end.

Our Team Dynamic

Different players in the system representing:

- ▣ Nonprofits, community colleges, workforce development councils
- ▣ Some shared experiences, some different

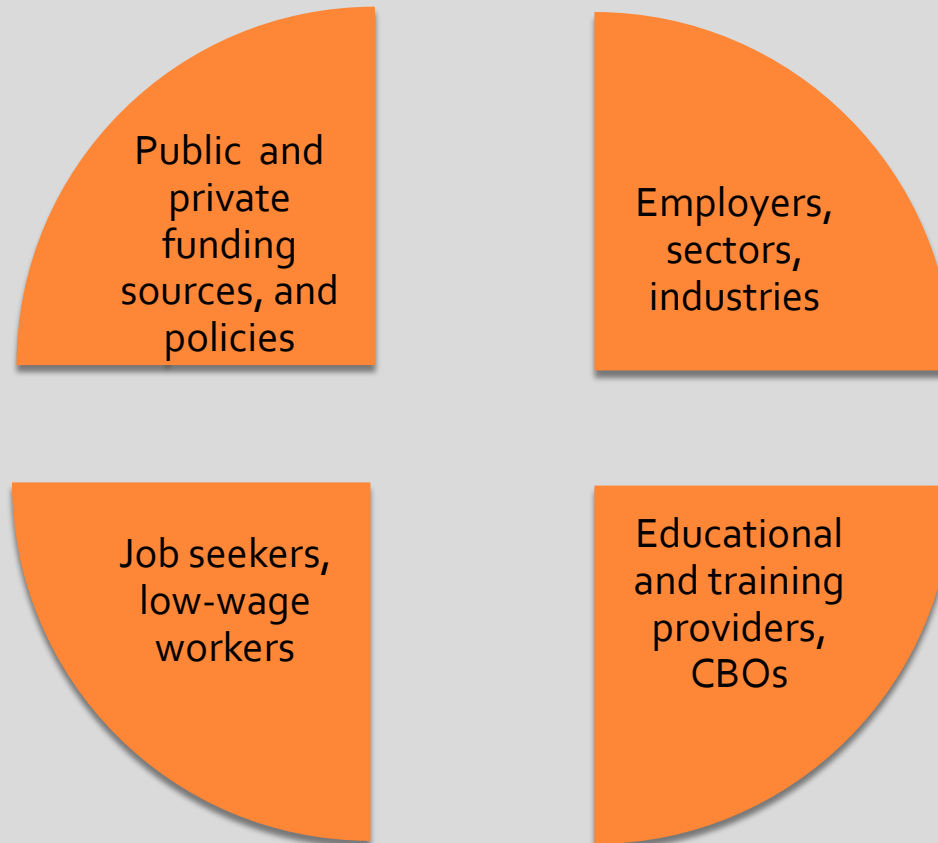
Initial challenge: difficulty in collecting employment data

Our Project Goals

- Review data sharing challenges and opportunities faced by local workforce development system
- Review existing efforts to share cross-system data
- Why data sharing is important: organizational, partnership and system level improvements
- Impacts on stakeholders: accessibility levels, challenges
- Find out what is being shared and what should be shared

Workforce System:

The connective tissue between many systems



Our Research

Conversations with:

- ▣ Workforce Data Quality Campaign/National Skills Coalition
- ▣ Education Research & Data Center (ERDC)
- ▣ Washington State Employment Security Department (ESD)
- ▣ Workforce Training & Education Coordinating Board (WTECB)
- ▣ Seattle Jobs Initiative (SJI)
- ▣ Office of Economic Development, City of Seattle (OED)
- ▣ Port Jobs
- ▣ Business Government Community Connections
- ▣ Seattle Community Colleges
- ▣ Seattle-King County Workforce Development Council

Questions to Stakeholders

- Tell us how you are currently gathering and sharing employment, job placement, and education data?
- What data is missing?
- What are the main data collection and sharing challenges and successes?
- What would an ideal data sharing system look like?

Biggest Data Gaps

- ▣ Job placement data (real-time)
- ▣ Occupation-level data, and ability to connect to training programs
- ▣ Longitudinal employment outcome data
- ▣ Employer feedback
- ▣ People felt that they were missing data for various reasons (law, access, definitions, resources)

Challenges

- ❑ Multiple stakeholders collecting outcome data can lead to duplication
- ❑ Stakeholders not clear about the limitations of other systems, e.g., FERPA (Family Education Rights & Privacy Act), SKIES, what can and cannot be shared
- ❑ Existing workforce databases can be process oriented and not customer oriented –driven by reporting requirements vs. what is most helpful for customers
- ❑ Staff capacity limits ability to share data with others
- ❑ Trust between system partners
- ❑ Resources do not support cross-system data analysis/sharing

Successes

- North Seattle Community College – Opportunity Center for Education & Employment (ESD; DSHS; NSCC)
- Snohomish County efforts to align HMIS with other local homeless provider systems
- Shared MOU/release of information between Seattle Colleges, Seattle Jobs Initiative, SkillUp, and Goodwill
- SJI started King County Labor Market Work Group to talk about public policy issues
- The Roadmap Project has data agreement w/ ERDC for education and employment data for youth

Washington State

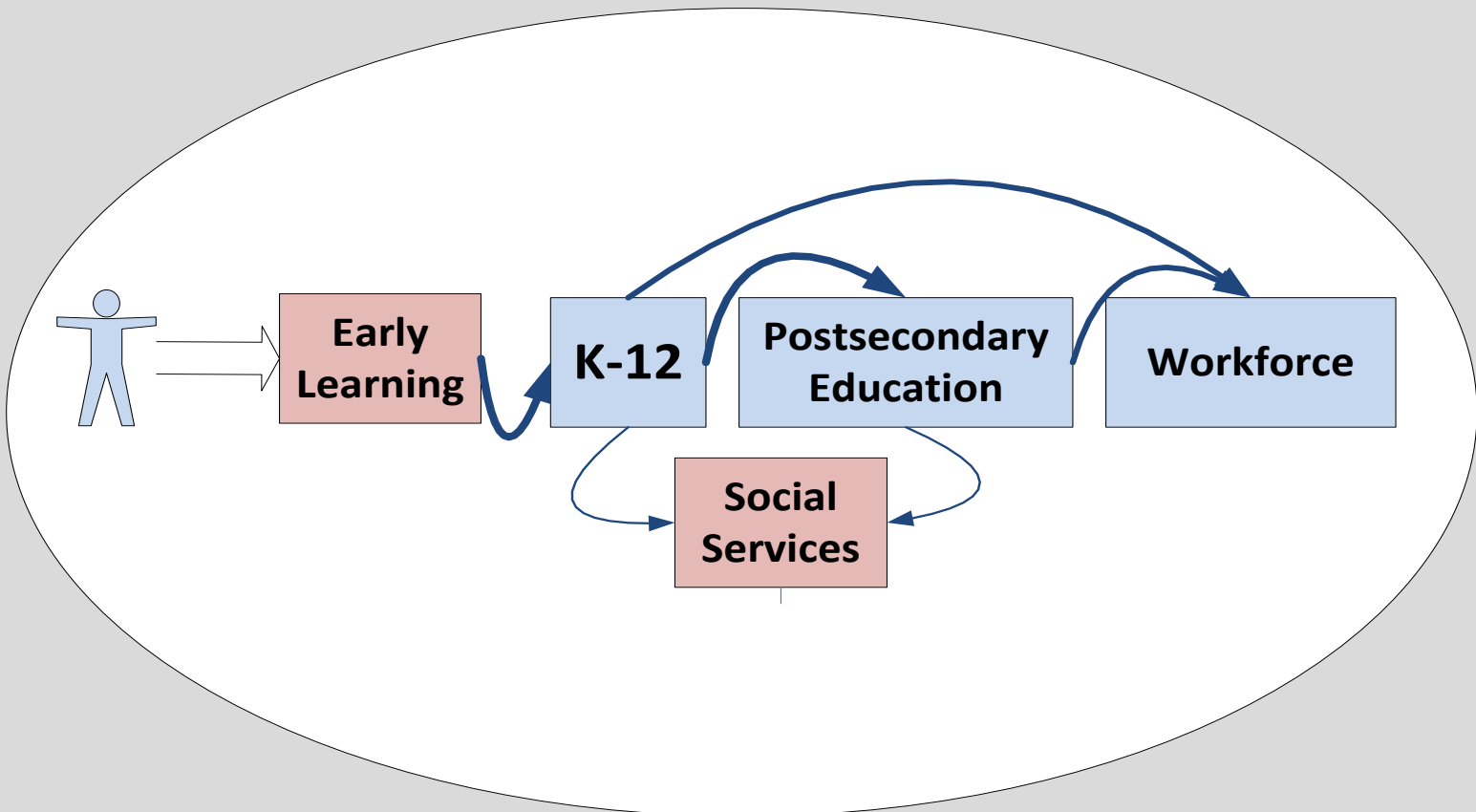
- A stronger statewide data sharing infrastructure exists than we initially thought.
- Washington State is a national leader in data sharing. - WDQC
- Efforts to make sense of “system” which actually crosses several systems (WTECB and ERDC).
- ESD willing to work with agencies to develop data sharing agreements - staff capacity and regulations may limit efficiency.
- Participation in WRIS 2 (Wage Record Interchange System) will likely enhance data sharing opportunities.
- No occupation data available Washington State
- Education Research & Data Center

Education Research and Data Center (ERDC)

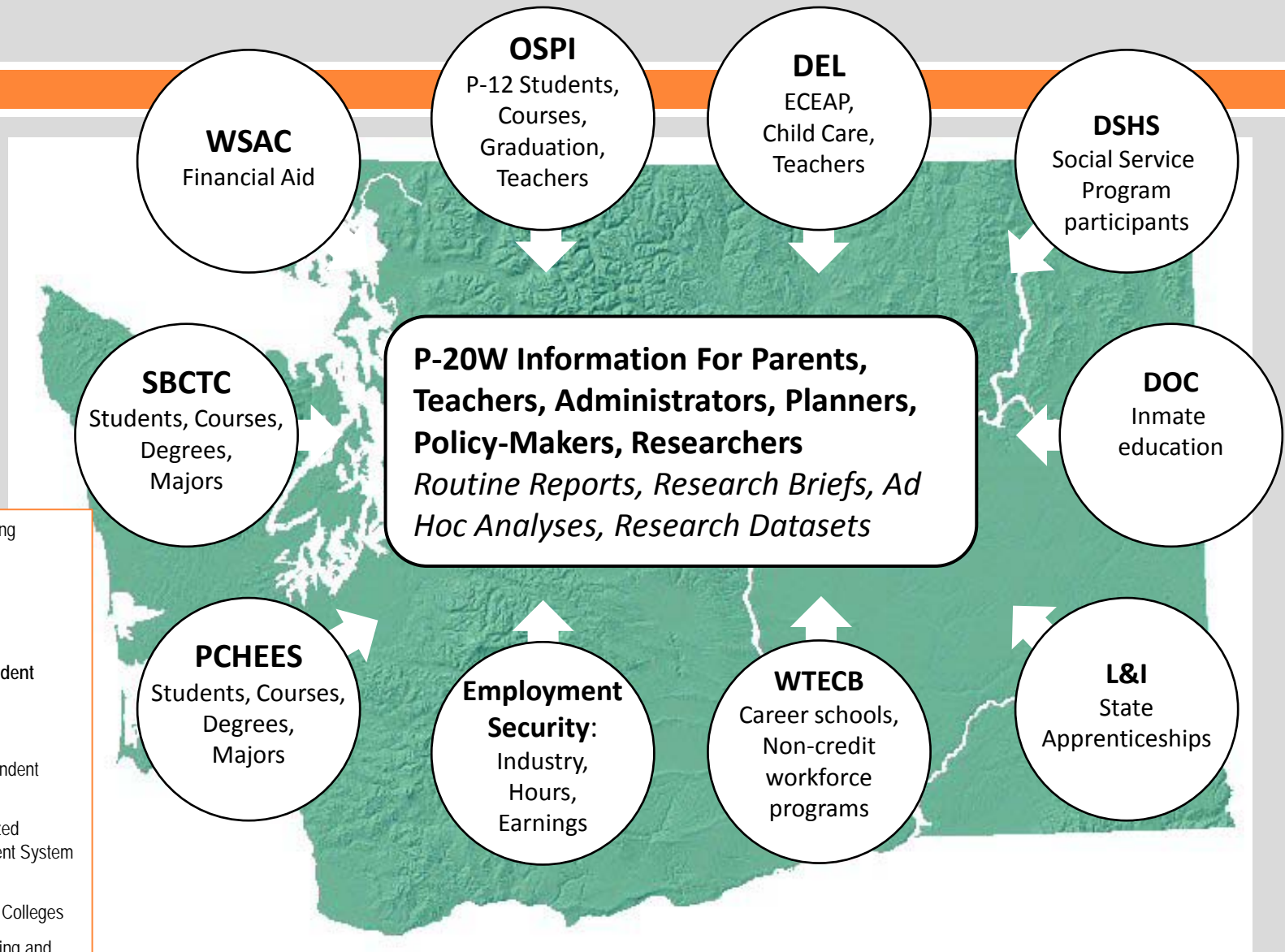
- Established in 2007 in the Office of Financial Management by RCW 43.41.400.
- Collaborates with state agencies and institutions to produce cross-sector, longitudinal reports and analyses including early learning, K12, higher education and workforce.
- Received an ARRA federal grant in 2010 which accelerated work on:
 - Data Governance
 - Research & Reporting
 - P-20W Data Warehouse

ERDC Mission

To develop longitudinal information spanning the P-20W system in order to facilitate analyses, provide meaningful reports, collaborate on education research, and share data.



Washington P-20W Data



DEL: Dept of Early Learning

DOC: Dept of Corrections

DSHS: Dept of Social
and Health Services

WSAC – Washington Student
Achievement Council

L&I: Labor and Industries

OSPI: Office of Superintendent
of Public Instruction

PCHEES: Public Centralized
Higher Education Enrollment System

SBCTC: State Board for
Community and Technical Colleges

WTECB: Workforce Training and
Education Coordinating Board

Washington State's Current P-20 Data Components*

	Department of Early Learning	OSPI (K-12)	OSPI (Staff)	POST-SECONDARY (Baccalaureate, SBCTC, National Student Clearinghouse, HECB)	Employment Security Department	Other
Characteristics	Program participation:	Program participation:		Program participation:		
	ECEAP	English Language Learner		institution		Labor & Industries apprenticeship program
	home-visiting programs	Highly capable		major		
	ESIT	Career Technical Education		basic skills		
	licensed child care	Running Start, AP, IB, College in HS		pre-college courses		
		Learning Assistance Program				
	Characteristics:	Characteristics:	Characteristics:	Characteristics:		
	age (student)	age, sex, race/ethnicity	age, sex, race/ethnicity	age, sex, race/ethnicity		
	sex (student)	grade level	years of experience	geographic origin		
	language (student)	district / school	highest degree obtained	financial aid status		
	race / ethnicity (student)	disability status	grade, program and activity assignment	transfer	industry (sector) of employment	
	homeless status (student)	Free or Reduced Price Lunch eligibility	building, district, and county of assignment	course enrollment (level, subject, location)	employer characteristics	
	adult:child ratio (program)	GPA	salary	credit hours attempted/earned	unemployment benefits	
Outcomes	total hours per week	course-taking (schedule and grades)	National Board Certified Teacher	persistence, retention		
	language support (program)	credits attempted and earned	endorsement type			
		high mobility	certificate type			
		special education	course-schedule			
	Timeframe:	Timeframe:	Timeframe:	Timeframe:	Timeframe:	
	enrollment dates	enrollment dates	certificate issue date	enrollment dates / terms	quarterly	
		school year	certificate end date	year of graduation		
		date of graduation or exit	school year			
	early childhood assessments (DECA)	graduation		college enrollment	earnings	Department of Corrections
	kindergarten readiness (not yet available)	MSP, HSPE, WASL: math, reading, writing, science assessment scores		degrees and certificates awarded (major, minor, award type)	hours worked	Incarceration
		ACT, SAT			industry (sector) of employment	Dept of Retirement Systems teacher retirement status
	Fiscal information					

How is persistence in college related to students' high school courses, grades and test scores, and other characteristics?

Ideal Data Sharing System

A cross-sector data sharing system should :

- ▣ Be equipped to answer a specific question(s) that is useful to all stakeholders, including customers
- ▣ Have clear understanding of what data is available and when, including how to access and use it
- ▣ Bring stakeholders together to discuss and interpret data
- ▣ Address transition points between systems (e.g. who is coming into the workforce system and from where, with what needs)
- ▣ Identify gaps & duplicated efforts in service and/or data collection

Where do we go from here?

<Group discussion>

- Do you have any initial thoughts on how you might utilize the ERDC?
- Is this information useful to your organization? If so, how? Is this an important conversation to continue?

Thank You

- ▣ Thank you for attending today!
- ▣ SkillUp Washington
- ▣ Aspen Institute
- ▣ Workforce Data Quality Campaign/National Skills Coalition
- ▣ Education Research & Data Center (ERDC)
- ▣ Washington State Employment Security Department (ESD)
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