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Connecting Education and Training to Workforce Outcomes

Panel on Measuring Skills Acquisition
Presentation to the Federal Economic Statistics Advisory Committee (FESAC)

December 11, 2015

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WDQC Mission

- Advocate for **inclusive, aligned and market-relevant** education and workforce data that can help our nation's human capital policies meet the challenges of a changing economy.

- Promote federal and state reforms for data systems that provide useful information for **policymakers, students and workers, business leaders and educators**.
  - State Blueprint with 13 key features of a high-quality data infrastructure
  - Address federal legislation, funding and technical assistance
  - Policy agenda developed by broad coalition of national organizations, state leaders and technical experts across education/workforce spectrum

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National Partners

NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy.

U.S. CHAMBER OF COMMERCE

Association for Career and Technical Education
ACTE

apdu
ASSOCIATION of PUBLIC DATA USERS

C2ER
COUNCIL FOR COMMUNITY AND ECONOMIC RESEARCH

NEW AMERICA FOUNDATION

IHEP
INSTITUTE FOR HIGHER EDUCATION POLICY

DQC
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Using Data to Improve Student Achievement

STATE DIRECTORS
National Association of State Directors of Career Technical Education Consortium

NATIONAL ASSOCIATION OF STATEWORKFORCE AGENCIES

CLASP
policy solutions that work for low-income people

Funders

Apollo Education Group

Bill & Melinda Gates Foundation

Joyce Foundation

Laura & John Arnold Foundation

Lumina Foundation

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Connecting Education/Training to Workforce Outcomes

Stakeholders want to know that education and training lead to the acquisition of skills that are aligned with labor market demand:

- Colleges
- Students
- Employers
- Policymakers

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Measuring Alignment

We have two proxies for checking on alignment of skills with labor market demand:

- Attainment of credentials valued by employers, i.e. “industry-recognized credentials”
- Employment outcomes of program graduates

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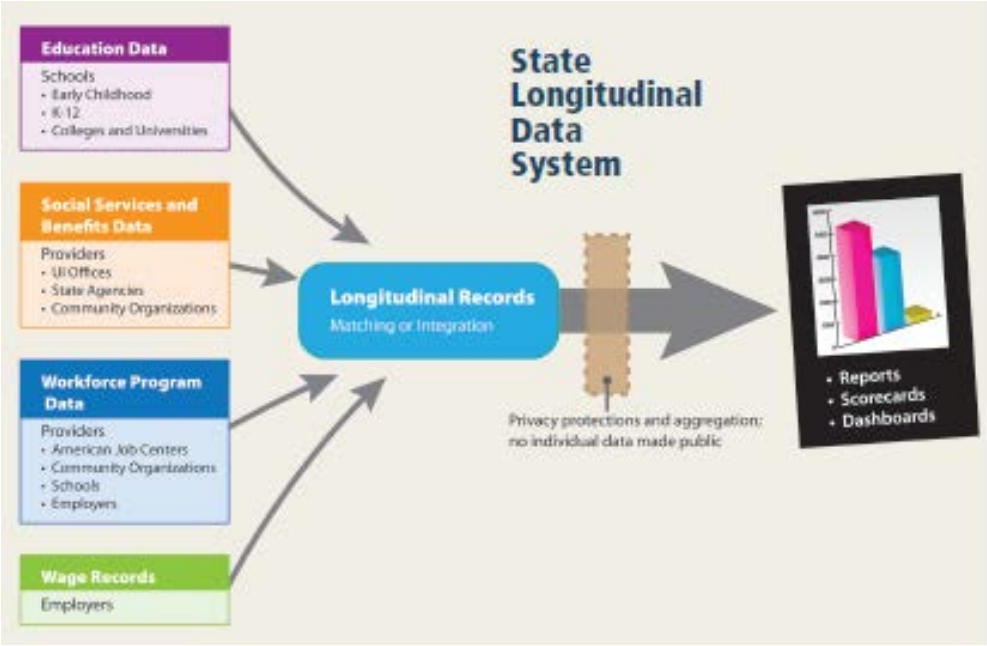
Using Administrative Data

- Efforts increasing to encourage use of both federal and state level administrative data to track program performance
- Less time-consuming to design, run, fund, and re-run; in many cases already being collected
- Surveys still useful, and administrative data not without challenges of maintenance; sometimes less flexibility



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Measuring Credential Attainment

- Certifications = for specific occupation/skill, time limited, earned through exam, awarded by industry associations or employers
- Licenses = allows practice in specialized field, time limited, awarded by state agency
- Efforts underway to get better administrative data on these credentials

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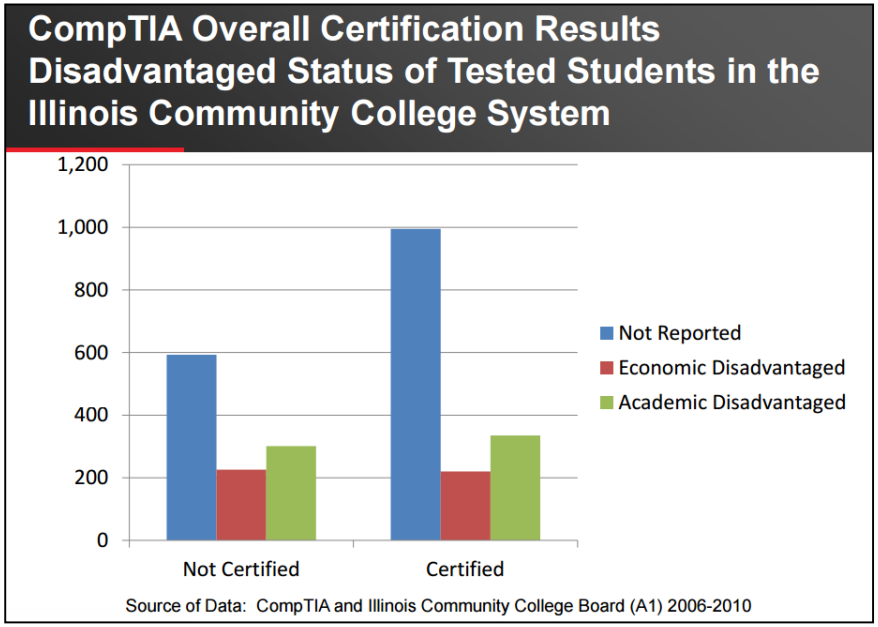
Measuring Credential Attainment

Federal Developments

- WIOA "recognized postsecondary credential"
- New questions on federal surveys

State Efforts

- Certification Data Exchange Pilot
- Workforce Credentials Coalition



Koch and Parke, CompTIA, PowerPoint, Jan. 2013

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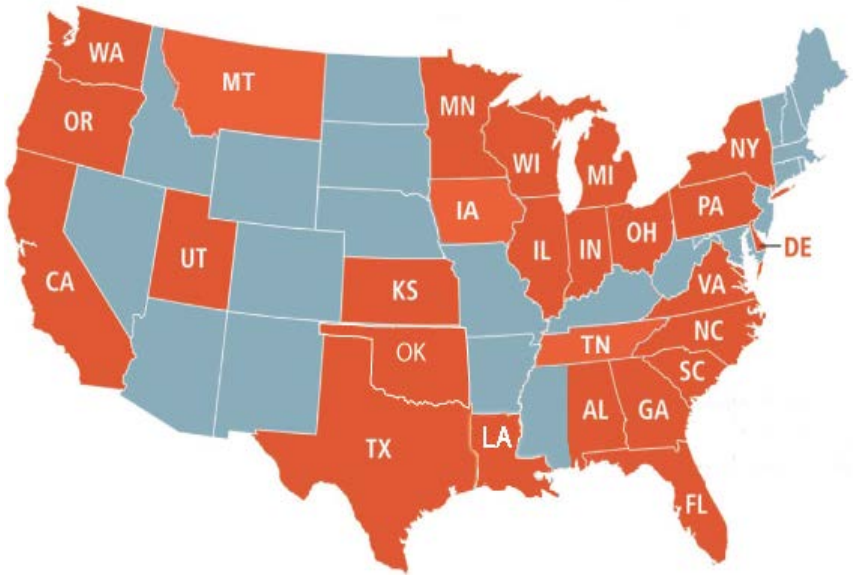
Measuring Credential Attainment

Workforce Credentials Coalition

- Led by California Community Colleges Chancellor's Office and Doing What Matters for Jobs and the Economy; and the North Carolina Community College System
- Goal: More easily share certification outcomes amongst community colleges across United States
  - Establish joint data standards
  - Solidify data sharing agreements
  - Form a single data repository
- Learn more: www.workforcecredentialscoalition.org



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Assessing Employment Outcomes

UI Wage Records

- State
  - Each state collects quarterly
  - Housed at state workforce agency
- Multi-state exchange
  - WRIS/WRIS2
  - Regional models (e.g. WICHE)
- Federal
  - National Directory of New Hires (NDNH)
  - Census

Tax Data

- State
  - Has income tax, but little access
- Federal
  - Income tax forms collected by IRS
  - Annual, all workers
  - SSA & Census hold IRS records

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Assessing Employment Outcomes

Federal Developments

- WIOA training provider eligibility
- College Scorecard
- HEA and Perkins reauthorization

State Efforts

- Data sharing agreements
- Legislation on wage record access
- Performance-based funding
- Tools for students/ families/workers

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State Progress

WDQC released latest survey on its 13-point Blueprint on state workforce data.

SUMMARY OF STATE SURVEYS	Minimal Progress —	In Progress ↑	Achieved ✓
Capture Diverse Credentials	17	26	3
Know if Graduates Get Jobs	9	15	22

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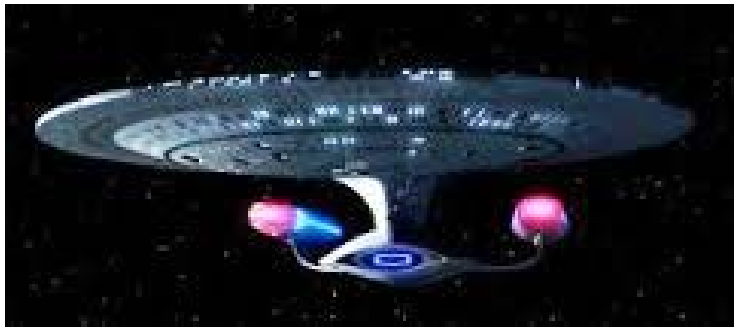
Final Frontier: Measuring Skills

- Beta Credentials Framework designed by CLASP and the Corporation for a Skilled Workforce; supported by Lumina
- Workforce Information Council's (WIC) "Skills Initiative"
- Texas Skills to Work initiative



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Discussion Questions for FESAC

- How can we ensure that data systems at all levels of government include a wider range of relevant credentials with agreed upon definitions?
- For the purpose of informing policies to help students and workers obtain in-demand skills, what new types of linkages would be useful among already-collected data at various federal agencies?
- In order for LMI to capture most effectively skills that are in demand, is there more that should be done to systematize how different types of credentials signal the presence of certain skills?

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