WIAC Subcommittee 3
Report to the Workforce Information Advisory Council
June 21, 2017

Overview

Opportunity #3 – Determining the Effectiveness of Workforce Training and Education Programs

Meeting Dates: May 17, May 24, May 31

Participants

    WIAC members: Brenda Lisbon (chair), Pamela Bucy, Jennifer Zeller

    SME contributors: Pam Frugoli, DOL/ETA

    Presenters (external experts providing information):

- Jacqueline Keener, North Carolina Department of Commerce
- Tom Gallagher, Wyoming Department of Workforce Services

    Jacqueline Keener and Tom Gallagher addressed the subcommittee at the May 31 meeting on the topic of evaluation programs in the states. Key success factors were identified.

Materials

    WIAC Subcommittee Guidance 2017-05.docx

    Reference Materials: Opportunity 3.docx, Key Resources for Opportunity 3.doc, Data Sources Table-LMI Institute.pdf, WLMI Customers-Actions Influenced by LMI.docx, WLMI Improvement Efforts – Possible SMEs.docx, WLMI SWOT Summary.docx

Potential WLMI Improvements

Improvement 1 – **Enhance UI Wage Records**

    Need: To track the employment outcomes of workforce training program completers by occupation

    Rationale: Enhancing UI wage records, particularly with an occupation identifier, would address all three improvement areas identified by the Council by allowing agencies to identify whether education and training participants find employment in an occupation related to their field of study and whether they maintain employment and wage progression in their career field.

    Programs/Products Affected: Unemployment Insurance (State UI agencies, ETA)

    Implementation Issues: Changes to employer reporting systems and state UI data systems

    Summation:

Improvement 2 – **Increase WDQI grants**

Need: Provide greater support to more states to develop longitudinal workforce data systems.

Rationale: Much of the data needed to track workforce outcomes for education and training participants already exist, but the data are not connected. WDQI grants support states in developing the infrastructure to connect these data.

Programs/Products Affected: WDQI grant program (ETA)

Implementation Issues:

Summation:

Improvement 3 – **Expand the capabilities of state LMI agencies**

Need: Greater capacity for state LMI agencies to design, maintain and utilize longitudinal data systems.

Rationale: Many state LMI agencies do not have the capacity to build the IT infrastructure, link the records from different systems, and carry out the advanced analyses that are necessary to create and maintain longitudinal data systems to support effective evaluation of education and training outcomes.

Programs/Products Affected: WDQI grant program (ETA); Workforce Information Grants (ETA)

Implementation Issues:

Summation:

Improvement 4 – Update the Standard Occupational Classification (SOC) More Frequently

Need: SOC job titles are not keeping up with rapid changes in the labor market

Rationale: In order to provide reliable information for workforce system participants (employers, workers, jobseekers, students), occupations covered by the SOC need to more accurately reflect the changing nature of jobs in the labor market.

Programs/Products Affected: SOC (multiple agencies); O*NET (ETA), OES (BLS)

Implementation Issues:

Summation:

Improvement 5 – Educate labor market participants on skill transferability

Need: Better understanding by labor market participants of career alternatives that utilize their skills.

Rationale: Workers, job seekers and students may miss employment opportunities because they are unaware of alternative occupations that utilize skills they have or in which they can receive training. Similarly, employers may overlook candidates for hiring, training or advancement.

Programs/Products Affected: Workforce training and employment agencies (ETA, SWAs), O*NET (ETA); Supply-demand analyses (BLS, State LMI agencies)

Implementation Issues:

Summation:

Improvement 6 – **Improve data on skills associated with occupations**

Need: More complete and timely information on the skills needed for employment by occupation.

Rationale: Better data on the skills associated with occupations would help evaluators determine whether training recipients find jobs that use skills acquired in their training, even if the occupation is different from what was expected, and help job seekers find jobs that they might not have realized use skills they have.

Programs/Products Affected: O*NET (ETA), OES (BLS), Workforce training and employment agencies (ETA, SWAs)

Implementation Issues:

Summation:

Improvement 7 – Review the Definition of Program Success

Need: The definition of success for workforce training programs may be too narrow.

Rationale: The goal of workforce training programs is to help job seekers find gainful employment, so success should include completers who find employment even if it is not in the occupation or field for which they were trained, especially if there is overlap in skills**.**

Programs/Products Affected: Workforce training and employment agencies (ETA, SWAs)

Implementation Issues:

Summation: