

CONNECTICUT STATE GOVERNMENT DATA & PERFORMANCE MANAGEMENT COMMITTEE

GOVERNOR'S WORKFORCE COUNCIL
January 30th, 2020

Agenda for the day

- Goals for today's meeting
 - Review state of play for data supporting the workforce system
 - Identify strategies to ensure that the state can take a data- and evidence-driven approach to supporting education and workforce development programs
- To discuss
 - Goals Architecture
 - Demand data
 - Supply data
 - Data Systems
 - Including reporting and performance

Framing questions

For consideration during today's discussion

- Are the ways in which we collect data removing or creating barriers to participation in workforce efforts?
- Who is missing from discussions about how we collect, analyze and use workforce data?

Goals Architecture

Goals: Higher Ed Attainment

Current goals from Connecticut General Statutes and scenario analysis from Strategic Master Plan for Higher Education

- Goal from 2015 plan: 70% of working-age population have postsecondary credential by 2025 (CGS Sec. 10a-11c)¹
 - 40% of adults have earned a bachelor's degree, 30% have earned associate's or sub-baccalaureate
 - Reducing socioeconomic disparities,
 - Reducing the achievement gap between whites and minorities,
 - Improving the lives of residents living in the most urbanized areas of the cities of the state, and
 - Ensuring that the quality of postsecondary education is improved;
- 2015 analysis estimated CT would need to graduate 4,500 more / year to achieve goal
 - 55% baccalaureate (2,475 / year), 19% associates (855 / year), 26% certificate (1,170 / year)
 - Baccalaureates were roughly 50% private not-for-profit and 50% public; associates 80% public
 - Certificates were the 'major question (and challenge). ' Would need to shift to increase graduates from public colleges to 60 / 40 ratio from 20 / 80 ratio (roughly).

Goals: Next Gen Sector Partnerships Impact Metrics

Process and impact metrics from Next Gen Sector Partnerships training manual

	Impact on Business/ Industry	Impact on Jobseekers/ Students	Impact on Public Programs/ Resources
Sample Process Metrics	<ul style="list-style-type: none">• Breadth of Business Engagement (#s)• Company referral rates• Levels of in-kind/\$ investment by Biz	<ul style="list-style-type: none">• New or revised training programs• Increased work experience openings• Direct engagement of industry in curriculum development and teaching	<ul style="list-style-type: none">• Shared staffing across organizations• Joint projects/grants supporting sector partnership
Sample Impact Metrics	<ul style="list-style-type: none">• Increased joint ventures, new products, ideas• Improved access to skilled workforce• Improved internal HR or other operations	<ul style="list-style-type: none">• Reduced time-to-hire upon graduation• Increased rates of retention and advancement post-hire• Increased earnings	<ul style="list-style-type: none">• Evidence of shared funding streams• Evidence of joint accountability/ shared outcomes

Demand & Supply Data and Reporting

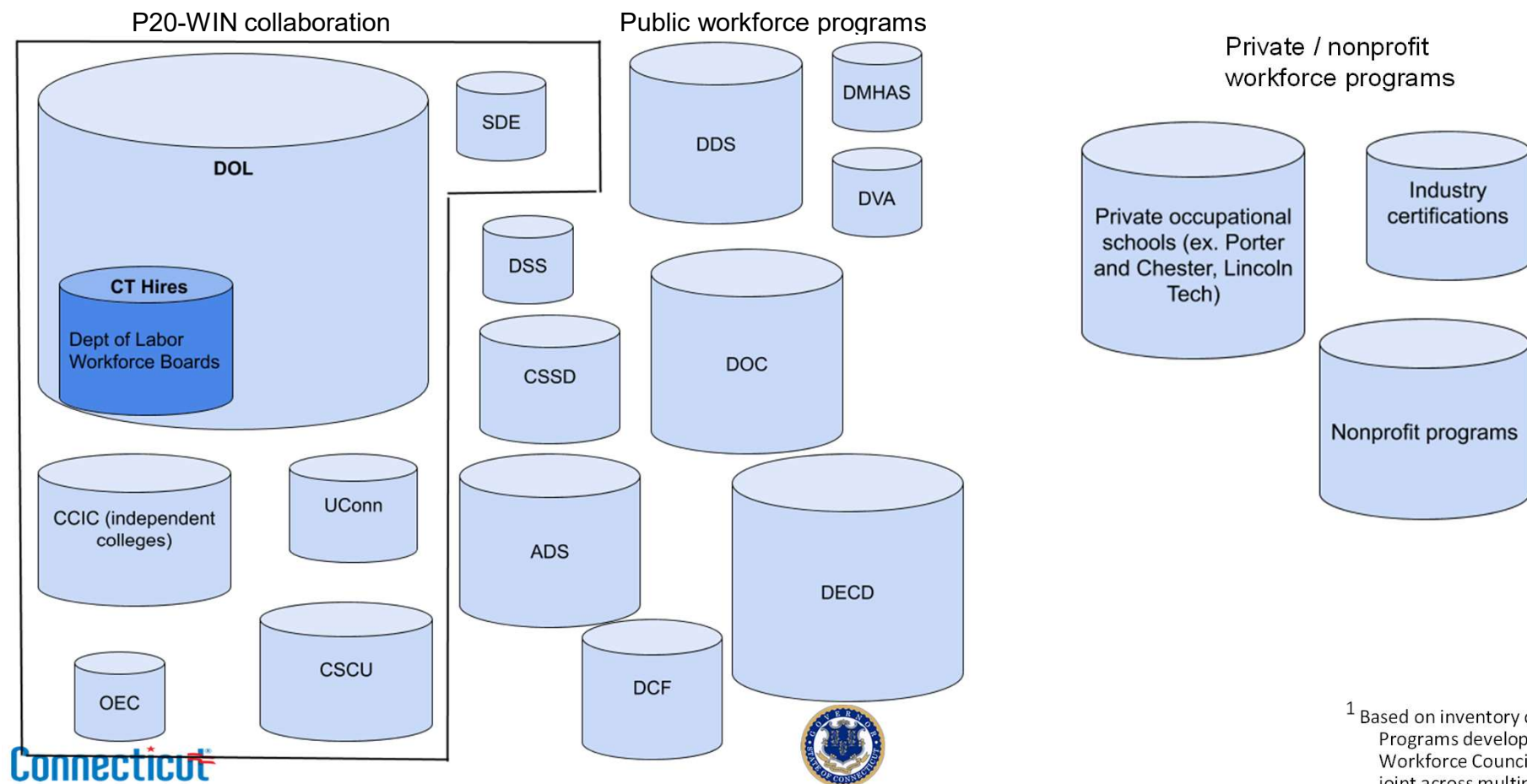
Demand data

‘Accurate Understanding of Industry Demand’ is a Core Strategy of the Next Gen Sector Partnership approach

- “For any target population, engaging employers authentically in order to understand demand is still the core strategy”¹
- Demand data can be gathered from employers through:
 - Direct qualitative data and feedback
 - Next Gen manual states that “Labor market data alone is not enough. There is no substitute for real, high-quality and ongoing conversations with business leaders.”
 - Labor Market Information reporting on job trends and projections, by occupation and industry
 - Job postings or job descriptions to report on “job choices, job market saturation levels, entry and advanced wage levels, skills, advancement opportunities and timeframes”
 - Tools like Gartner Talent Neuron or Conference Board’s [Help Wanted Online](#) provide this
 - Job location, site selection or relocation data (from business attraction efforts)

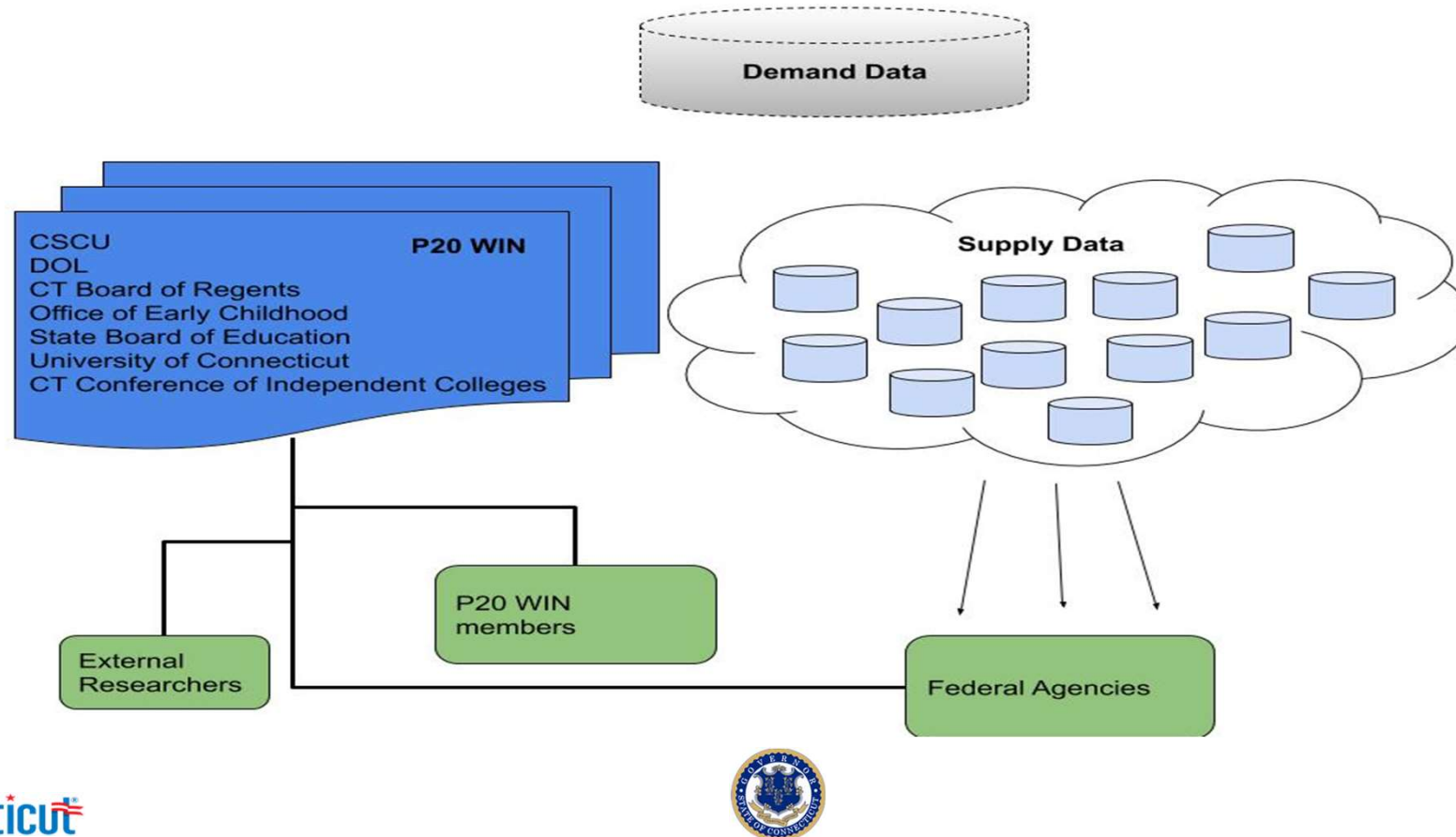
Current Supply Data

Data sources and programs ¹



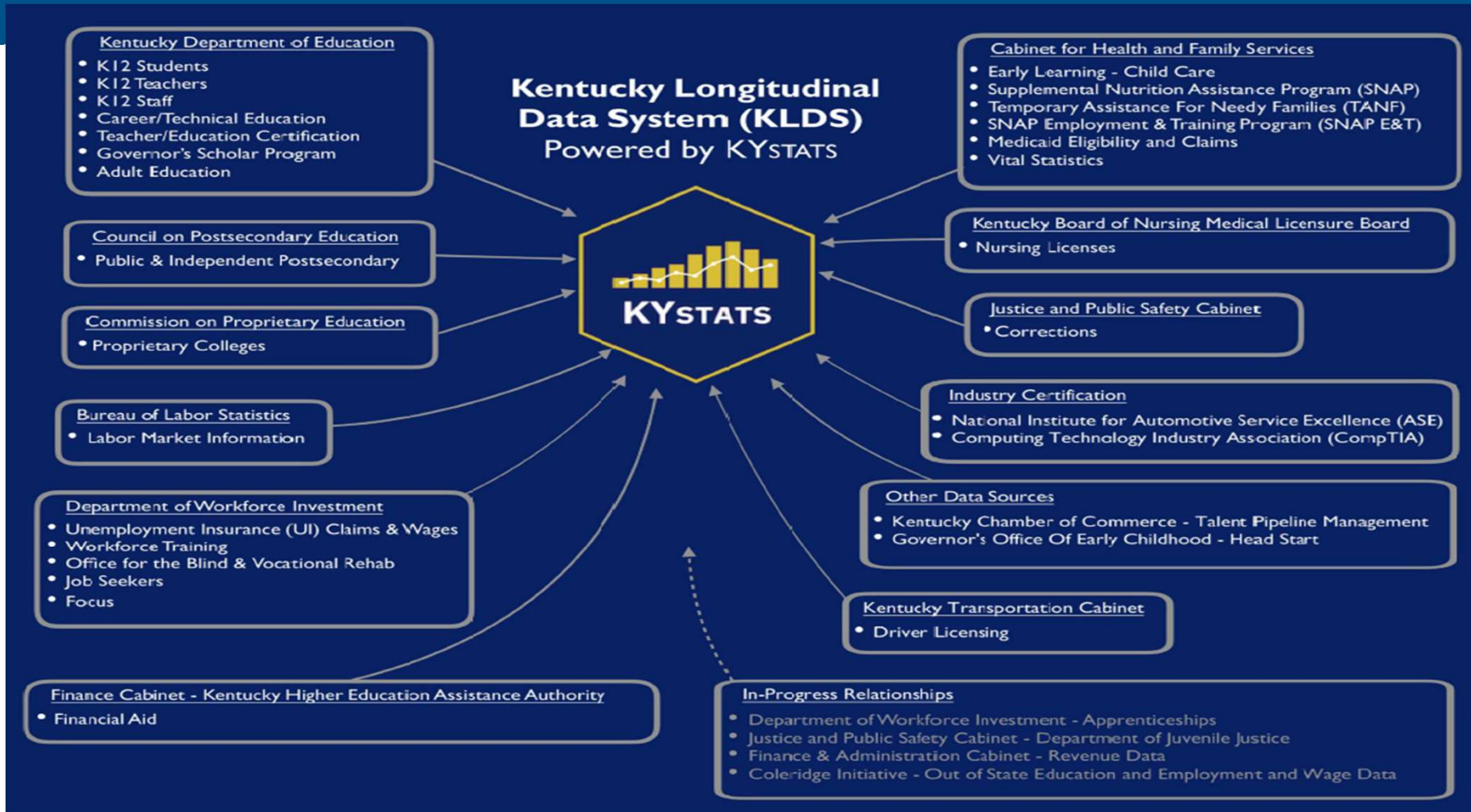
¹ Based on inventory of CT Workforce Programs developed for Governor's Workforce Council. 17 programs are joint across multiple agencies. 9

Existing Reporting System



Ideal: Integrated System

Best Practices: Kentucky's Longitudinal Data System



Existing Reporting and Performance

P20-WIN

Current state	Areas for potential change	Comparison with Kentucky
Resource constraints - <1 FTE dedicated to state longitudinal data system, voluntary commitment from other agency staff	Proposal to US DOE for increased staffing	KY Stats – roughly 40 FTE (20 LMI / 20 longitudinal data)
Vision is primarily education-focused: ‘P20 WIN informs sound educational policies and effective educational program practices through the secure sharing of critical longitudinal data...to ensure that individuals successfully navigate educational pathways into the workforce’	Consider explicit focus on workforce. Many workforce activities (job search, career counseling) and supportive services (transportation, childcare) are not education or training programs. P20-WIN Executive Board meeting in Feb / March 2020 to discuss vision	Purpose is to ‘link the data and generate timely reports about student performance through employment to be used to guide decision makers in improving the Commonwealth of Kentucky's education system and training programs.’
P20 WIN collaboration has struggled to communicate findings in a manner that promotes discussion and supports decision-making.	Tools and training for data visualization (ex. through CT Data Collaborative or others), access to communications / marketing expertise	KY Stats dashboards on four topics with quarterly and annual data
Work to aggregate or analyze done by requester; does not support aggregate data requests	Support aggregate data requests, create annual aggregated data set (requires resources)	Separate forms for individual-level and aggregate data requests. (Individual = 4 months to complete, aggregate = 3 weeks)

Next Steps



Proposed Initiatives: Initial Ideas for Discussion

Opportunities to improve workforce data systems and reporting

- Establish performance metrics for each GWC goal
 - Including relevant data sources & reporting requirements
 - Consider how to operationalize approach to evaluate impact and inform decision-making
- Empower existing efforts to integrate supply data
 - Support expanded reach and vision for existing efforts like P20-WIN
 - Review recommendations from '[Legal Issues in Interagency Data Sharing](#)' report to facilitate interagency sharing of high-value data
 - Establish a coordinated statewide governance structure
 - Develop more flexible, durable data sharing agreements, including through an enterprise approach
- Source & integrate robust demand data set
- Work to provide education and information about use of data across the state
 - Including education and training on privacy concerns, informed consent
 - Continue to inventory workforce data collected or possessed by agencies

Conclusions and next steps

- What questions do we have as a Committee?
- Where can the Council members provide leadership?