

# Workforce Success Measures

## Frequently Asked Questions

### What is the workforce success measures project?

The Ohio Education Research Center (OERC) worked with the Governor's Office of Workforce Transformation (OWT) to provide a tool to consistently evaluate the effectiveness of Ohio's largest workforce development programs. The OERC conducted data analysis to evaluate workforce training program outcomes. The results of the data analysis have allowed us to create a set of reports that enables workforce program administrators and policy makers to improve the effectiveness of Ohio's workforce development programs. The OERC and OWT have developed a website and dashboard that will display the results of the data analysis.

### Why was this project started?

Since the creation of the Governor's Office of Workforce Transformation, one of our core values has been "What gets measured, gets better." To support this core value, we have been working with stakeholders to create tools to analyze programs and systems to help those who manage Ohio's workforce systems identify more effective and efficient ways to help Ohioans get and keep jobs. This tool provides context to the provider data by sharing information on regional and state trends. You are also able to access dashboards from other areas of the state so that you can identify counties that might be trending up in an area where your county is struggling. We hope this dashboard will stimulate dialogue and sharing of successes, particularly across counties of similar size and economic makeup.

### What are the goals of the workforce success measures project?

To create a set of reports that measures workforce training program outcomes (1) over time, (2) relative to other workforce education and training programs, and (3) relative to other regions, counties, and providers.

### How will this project help program administrators and policy makers?

The dashboard empowers program administrators and policy makers to evaluate program performance and identify best practices. OWT, at the urging of the Governor's Executive Workforce Board, identified the need to create a workforce learning tool and make it available on-line for program administrators and policy makers to more easily make sense of the existing workforce data and allow for the consistent evaluation of Ohio's largest workforce development programs.

### Which programs are being measured?

The [Workforce Investment Act](#), [Adult Basic & Literacy Education](#), [Carl Perkins Act](#) – adult career technical education workforce programs, and State Financial Aid and Scholarships for higher education – including the [Ohio College Opportunity Grant](#) (OCOG) and [Choose Ohio First Scholarship](#).

### What are the measures?

The Workforce Success Measures evaluate program efforts to:

- Connect individuals to employment;
- Provide job seekers with access to training that results in industry-recognized certificates and credentials;
- Increase participants' overall earnings; and
- Meet the needs of employers.

### Are the measures consistent with the new federal measures outlined in the Workforce Innovation Opportunity Act (WIOA)?

Yes, the Workforce Success Measures are consistent with the new planned federal measures giving local providers a full 18 month head start before the new federal measures will be effective. This workforce learning tool will help program administrators and policy makers understand the areas where programs need improvements allowing them to take appropriate action now before the Federal measures are in place.

### **At what levels will the data be analyzed?**

Program data will be analyzed by each workforce program at the state, [JobsOhio region](#), [county](#), and local program provider level (e.g. [ABLE Sites](#), [Ohio Technical Centers](#), and [Higher Education Institution](#)).

### **Who is the audience for the data?**

While the dashboard will be publicly accessible to all Ohioans, the data is meant to aid workforce program administrators and policy makers when evaluating program performance.

### **When will the dashboard be available?**

The dashboard will be available December 2014.

### **Who do I contact with questions about the data or dashboard?**

All questions about the data or dashboard can be e-mailed to [Workforce@owt.ohio.gov](mailto:Workforce@owt.ohio.gov).

### **Will these measures impact the current federal measures or future federal funding?**

No, the Workforce Success Measures utilize existing data that is reported to the federal government annually by the Ohio Department of Job and Family Services (ODJFS), the Ohio Board of Regents (OBOR) and the Ohio Department of Education (ODE). The state measure that will be produced will better help program administrators and policy makers understand the data and the outcomes from the largest workforce development programs in Ohio.

### **Who is responsible for analyzing the data and creating and maintaining the website?**

OERC is responsible for analyzing the program data and is responsible for creating the website. The Department of Administrative Services is responsible for hosting the website, and OWT and ODJFS are responsible for maintaining the dashboard over time.

### **Will the website further explain some of the detail of the measurements and data?**

Yes, the website contains definitions and features that further explain some of the detail of the measurements and data.

### **Will the reports be available for downloads and printing?**

Yes, the reports are available in a PDF format for downloading and printing.

### **Is the data valid and reliable?**

Yes, the data and methods used to report the Workforce Success Measures are highly valid and reliable. All metrics are created from the same high quality existing administrative records that are used in federal reporting, and the measures of employment and skills outcomes for program completers follow typical workforce reporting practices. Readers of the reports should note that the following situations are not represented in the dashboard: 1) out-of-state students and workers; 2) skills gained at private colleges, and 3) GEDs attained outside of ABLE programs.

### **What years of performance will the initial dashboard display?**

Initial reports include program years: 2009–2010, 2010–2011 and 2011–2012.

### **Will new programs be added to the workforce success measures project in the future?**

Yes, the goal is to add additional workforce programs to the reporting system. Please continue to check the OWT website for more details.

### **How often will the reports be updated?**

The reports will be updated on an annual basis.

### **Who is the Ohio Education Research Center (OERC)?**

The OERC is a network of Ohio-based researchers from six universities and four research institutions that develops and implements a statewide, preschool-through-workforce research agenda to address critical issues of education practice and policy. The OERC was created and funded by ODE with the collaboration of OBOR for the purpose of improving educational and workforce outcomes for Ohio's students resulting from their experience with P-20 education and training. The OERC benefits from complimentary activities taking place at the Ohio State University on behalf of the ODJFS under the Workforce Data Quality Initiative. The OERC identifies and shares successful practices, responds to the needs of Ohio's educators and policy makers, and signals emerging trends and communicates its findings to improve educational practice, policy and outcomes.