

Application for Grant Funding Opportunity Number: SGA/DFA PY 09-10

PART II – The Technical Proposal

Florida's Workforce Data Quality Initiative Proposal

Plan Outline

Florida's Proposals and Grant Expectations

Florida's proposal plans will fulfill all of the grant expectations outlined. To expand and extend systems, improve linkages with educational systems, improve data quality, complete and publicize extensive longitudinal analysis and research (including developing prototype models of analysis that can be useful to other less advanced states), and to further improve the portal to publicize data that helps consumers choose between different education and training programs in a user friendly fashion.

Specifics of Florida's Proposals

Develop a much expanded new supply and demand model refreshed on a monthly basis using traditional sources plus job seekers and real time data from the Conference Board's

Help Wanted OnLine ©

To expand and extend our systems and to improve linkages with education, Florida proposes creating an Expanded New Supply and Demand Model to include workforce and *newly acquired education and training supply data* and *new demand data* from the Conference Board's Help Wanted OnLine © (HWOL) data series. New supply and demand data will be made available on a monthly basis. Supply data will consist of and be displayed by WIA training enrollees and recent completers, UI claimants and other Wagner Peyser job seekers with identified Standard

Occupational Classification (SOC) codes, and education enrollees and recent completers.

Demand data will identify the results from the Conference Board's HWOL data series with demand identified from job openings in Florida's Employ Florida Marketplace (EFM) displayed separately. All education and workforce training programs with identified SOC code relationships from the FLDOE will be included. In addition, Occupational Employment Statistics (OES) projections with mean wages and entry-level wages will be displayed for each SOC.

Florida has an annual Workforce Estimating Conference that creates a Targeted Occupations List (TOL) for those occupations meeting the conference-set criteria for high wage/high growth. An indicator will be displayed that indicates whether the selected SOC is on the TOL or not.

Enterprise Florida, Inc., Florida's statewide economics development organization, has created Targeted Industry Clusters. These are industries that are critical to the State's economic success. If the SOC can be determined to be part of one of these industry clusters; then the system will display an indicator stating so.

Reviews of the identified workforce training SOC codes and associated training will be part of the state WIA monitoring team's work to assure proper data quality. Data element validation will also occur through the mandated WIA and Wagner Peyser data validation process. The FLDOE's SLDS plan provides for data quality and data validity improvements as well, also improving the quality of the data used in the new supply and demand system.

All supply data based on WIA training enrollees and completers, Wagner Peyser jobseeker data, and the EFM demand data (jobs listed) will be updated and provided on a monthly basis. The

HWOL data is also available as a download monthly in an unduplicated fashion, providing for the best data quality possible.

The supply data from education will only be available for student enrollment and completer updates at the date intervals set and required by the FLDOE. However, the FLDOE SLDS grant is in part to improve the reporting and timeliness of student level education and workforce training participants for all school districts and the Florida College System. These improvements will also provide for improved data quality (as specified in FLDOE's SLDS Grant), and improved timeliness which in turn will allow for more near real time uses; such as this proposed supply and demand model.

Supply data will be allocated to the students' county of residence for enrollments and completers from school district secondary and postsecondary technical education and for the Florida College System's workforce education and training programs. For state university programs with identified specific SOC training education (e.g., Nursing), the enrollments and completers will be displayed on a statewide basis and displayed for informational purposes. These data cannot be parsed to specific areas of the state, in that students matriculate from counties statewide as well as other states and countries. Students may or may not return to their previous home area.

The system will allow the end user to select how they wish to view the supply and demand data; by county, by workforce region, by metro area, or by statewide. The interface will be user friendly and will allow for a drill down selection of SOC code and title of interest and the display basis for the supply/demand results.

This new supply and demand model will be of immense use to: consumers (especially the unemployed and other job seekers), regional workforce boards, workforce development

professionals, local and state education administrators, chambers of commerce, economic development personnel, firms desiring to relocate or expand and looking for a supply of skilled workers, and others. These data will provide for enhanced program planning and analysis at the local, regional, and state level.

These new data will also policy makers and practitioners understand the performance of workforce and education programs in light of *current demand* for their program enrollees and most recent completers. The model will allow consumers to be much better informed of occupational supply and demand data, on a monthly basis as opposed to a yearly basis. These data will be made available on both education and workforce portals, and presented on a user friendly platform. Enhancing our current system with this new supply and demand model will broaden the data currently shared between workforce and education and will expand exposure of this new supply and demand information to consumers for their usage (see Attachment # 8 for a graphic view of displayed data).

This process will require FLDOE to share enrollment and completion data elements with FAWI on a regular basis. This expanded supply and demand model will greatly improve the ability for Florida to better align education and training supply with actual employer demand to support reemployment, while allowing consumers and others to be better informed of the hiring needs of employers in their local area in a timely manner. Regional workforce boards and training providers will be able to immediately see if they are under or over training. Each month's supply and demand data will be placed into a longitudinal database for future historical data mining and research purposes.

- **Develop a comprehensive Green Training Opportunities in Florida portal in conjunction with Florida's Department of Education (partner) listing green training providers and courses offered throughout the state.**

Florida proposes extending the work being performed under the Green Jobs Florida grant where a survey of industries is being undertaken to identify emerging green employment opportunities in the current recession. This survey of the state economy is to establish a baseline of green jobs and then narrow down the focus into targeted green industries. Consolidating Green Training Opportunities in Florida in one portal to complement the in-development Green Jobs Portal will greatly assist individuals wishing to enter green jobs training and or green employment.

Working with FLDOE partners in developing a comprehensive green training opportunities database will further advance the state's ability to recruit and produce newly trained individuals in meeting "Green" demand today, as well as for tomorrow's future green energy occupational development and demand in the state. The new web portal of Green Training Opportunities in Florida will also allow FAWI to identify these programs on our Eligible Training Providers List and the associated consumer website that assists individuals in choosing education and training programs by displaying aggregated outcomes of the training providers' participants for these newly *identified* Green Training Opportunities programs.

It will also provide FAWI and WFI the ability to place related information on their websites. Florida's regional boards will be able to display green training information on their websites and FAWI will display this training information via links from Employ Florida MarketPlace, the state job bank. This information will also be accessible from the Green Jobs Portal showing what green jobs are available in Florida. In addition, this will enable FLDOE to display the same

information on their website(s), and to provide links on publications, course catalogs, etc. where desired.

- **Further extend and improve the performance outcome data shown to consumers on education and workforce training service providers program outcomes on a user friendly eligible training providers' platform.**

Outcomes will be expanded to display up to three years of the program's longitudinal outcomes comprised of employed percentages, average earnings, and percentages for those found continuing their education. *This will increase data displayed from just the initial percentage rate shown for each measure, to showing six different data points.* The system will also identify those programs determined to be a green training program via the posed Green Training Opportunities in Florida listing of programs statewide. Hyperlinks will be placed onto the Eligible Training Providers List (ETPL) consumer reporting system, the New Expanded Supply and Demand portal, the Green Jobs Portal, and the Green Training Opportunities in Florida Portal, all directing users to each other websites. This will allow for improved visibility and easy linkage to each new portal area. Data from each year's provider outcomes will be placed into a longitudinal table. The improved data will allow for in-depth and meaningful longitudinal research to be conducted on the outcomes of education and training providers' programs.

Complete and publicize extensive longitudinal analysis and research on Florida's WIA and Wagner Peyser program using FAWI Longitudinal Workforce data linked with FETPIP and FLDOE SLDS data

FAWI and FLDOE as partners propose using FAWI's WIA and WP longitudinal workforce program data and linking individualized participant data with the versatility and power of the

FLDOE Education Data Warehouse (the state's SLDS). The data warehouse grew out of lessons learned from FETPIP and has data going back to the 1995-96 school year. This will allow Florida to perform meaningful and actionable longitudinal data analysis and research that will yield valuable insights to workforce program outcomes, and a close examination of participant intersects that occur between the two systems.

The research will *look forward from educational student level data* with a base point of all 1997-98 drop-outs and high school graduate participant data linked to individualized workforce program participant data starting in 1998-1999 through time when the actual system linkages are made (the first or second quarter of 2011).

This will allow for an in-depth look at a wealth of subsequent services provided such as WIA provided training experiences, WP experiences, TAA involvement, Adult Education, vocational education at district technical center programs, Florida College System education and training programs, vocational rehabilitation, and out of state enrollments via the National Student Clearinghouse.

The resultant data from the matches of the two systems' participant level data will provide a cohort of workforce participants that will contain comprehensive workforce program data and education data, providing for a highly enriched set of data for data mining, analyzing and researching. The merged data will contain education data on pre-workforce system involvement, workforce participation data and subsequent workforce and /or education data following the identified workforce program involvement(s). In addition, employment, vocational rehabilitation participation, military, postsecondary education, adult education participation and any subsequent completions will be obtained. The FETPIP system will be used to access FEDES,

and Social Services Data in Florida (including public assistance and incarceration data). These data will all be included for the entire period of time covered in the research. All personally identifiable data will be replaced with non-identifying IDs created to ensure strict data confidentiality.

The research will also *look backwards to 1995-96 from workforce participant data* with a base point of all those participating in WIA or WP during 2008-09 (during the current recession) with an examination of all education and workforce involvements also using the data elements as discussed above going backwards to 1995-96 (beginning of data availability in the SLDS) and forward to the point of current data.

On one hand, the research will use a set time of *education participation looking forward* for approximately twelve years for *education and workforce participation intersects* for research; and on the other hand, the research will use an entire recent cohort of 2007-08 *workforce program participants looking backwards* approximately fourteen years to 1995-96 based SLDS data.

By using education data from 1997-98 looking *forward* for workforce attachments and using 2008-09 workforce participants looking *backwards* for attachments to education and training, the data will allow for long term examinations with education as the base starting point as well as using workforce participation as a base starting point. *This will use data analysis and research in a comprehensive way to drive program planning and program policy in improving the services provided to workforce clients*, as well as for education clients, with a better understanding of all the dynamics involved in providing education and workforce services to clients. *Models of*

analysis that will be of assistance to states with less developed systems will also be included in the research.

Improving programs, and the success of clients with their employment and increasing their wages is the ultimate goal to be realized via this grant research opportunity. Gaining a better understanding of WIA and WP workforce participants and their intersects between the workforce system and the education system and timings that occur between them should allow for improvements in the development of talent, and also provide for improved reemployment and activities for WP participants.

If awarded, this grant research would use the most comprehensive and most enriched research data set available to the FAWI to date, going well beyond the *current* capacities of any other state. This will allow the FAWI to use the research findings to better understand and improve workforce programs, improve policy and direct client programs and services in coordination with education programs.

Basis of Grant Application and willingness to work with USDOL evaluators and others

Florida is applying for this grant as a sole state application. The FAWI will gladly work with USDOL's designated evaluation and technical assistance providers, and to provide access to program operating and technical personnel, as specified by the evaluator(s) under the direction of USDOL, including after the expiration date of the grant. The FAWI agrees to meet all USDOL reporting requirements.

Sustainability of Grant Proposals

Grant funds, if awarded, will allow Florida to fully automate, develop and produce all posed plans and products within the three-year window of this grant. Storage space with ample capacity for out years' growth will be utilized for systems posed. There are nominal maintenance charges where funding will have to be secured for grant activity continuation. FAWI will use either Workforce Information Grant dollars or WIA funding, or a combination of each to continue grant activities (estimated by FAWI to be approximately \$8,000 per year).

Continuation of Data Sharing Agreements

Florida is fortunate to have a state statute that provides for centralization of all follow-up and accountability desired by Florida education or workforce development entities. This arrangement precludes many issues on data sharing as data sharing *rights and conditions* are clearly specified (outlined in Attachment # 1, F.S. 1008.39). The FAWI and FLDOE have exchanged data and have worked in partnership for decades. The partnership has only grown stronger over time and has never been interrupted. The posed products in this grant application will only further and strengthen FAWI's and WFI's partnership with the FLDOE.