

CERTIFICATIONS, CERTIFICATES, LICENSURE: MEASUREMENT CHALLENGES AND OPPORTUNITIES

Workforce Data Quality & Collection

SLDS P-20W Best Practice Conference

November 15, 2011

INTRODUCTIONS

- Name/state/dept
- Specific questions



OBJECTIVES

- Identify methods for collecting certification, licensure and certificate data
- Recognize key challenges for workforce data measurement
- Identify opportunities and promising strategies
- TBA (based on specific questions from participants)



CERTIFICATIONS, LICENSURES, AND CERTIFICATES

- Definitions:
 - Certifications: Industry led credential. Is not a requirement for work in an occupation (examples CISCO, Microsoft Office, and welding certifications). Could also include workplace readiness skills, such as Career Readiness Certificate
 - Licensure: State led and is a requirement for a specific occupation (examples Teacher, Nursing, Electrician licences)
 - Certificates: Can include education developed certificate programs through education institutions
- Note: Often education institutes offer preparation coursework for certification, licensure exams



CHALLENGES TO DATA COLLECTION SHARING

- Certification and licensures: Often data are not collected at the institution/participant level because the exams are taken upon completion of the coursework or exited the program
- Certificates: Several states do not share data between workforce and education programs
- Alternatives require sharing of data beyond education (FERPA and other privacy laws) with Departments of Professional Regulation, Industry Certification providers, and testing centers



OPPORTUNITIES

- Development of a de-identified data sharing process (example: Virginia model)
- Awareness of data sharing at the institutional/participant level (understanding FERPA)
- Working with Departments of Profession and Occupational Regulation to obtain licensure information
- Identifying key industries to collect certification data
- Including Career Readiness Certificate information in longitudinal system



THE WORKFORCE DATA QUALITY INITIATIVE (WDQI)

- Department of Labor Grant
- Aligns with VDOE SLDS grant
- Co-directed in partnership with Virginia Employment Commission (VEC)/ Community Colleges Administer WIA in Virginia
- Includes multiple workforce partners



WDQI GOAL

A workforce longitudinal system that integrates education and workforce data in a secure manner, and that provides stakeholders and policy makers with the data necessary to describe how workforce agencies are serving Virginia's workforce.



OBJECTIVES

1. Develop a workforce longitudinal system
2. Develop the capacity to link workforce and education data
3. Improve the quality of workforce data



OBJECTIVES

4. Use the data to understand workforce programs and improve performance
5. Promote the workforce system through the use of web-based portals to display data, administration of training to data users, and the provision of ongoing communication to stakeholders



DATA SHARING STEPS

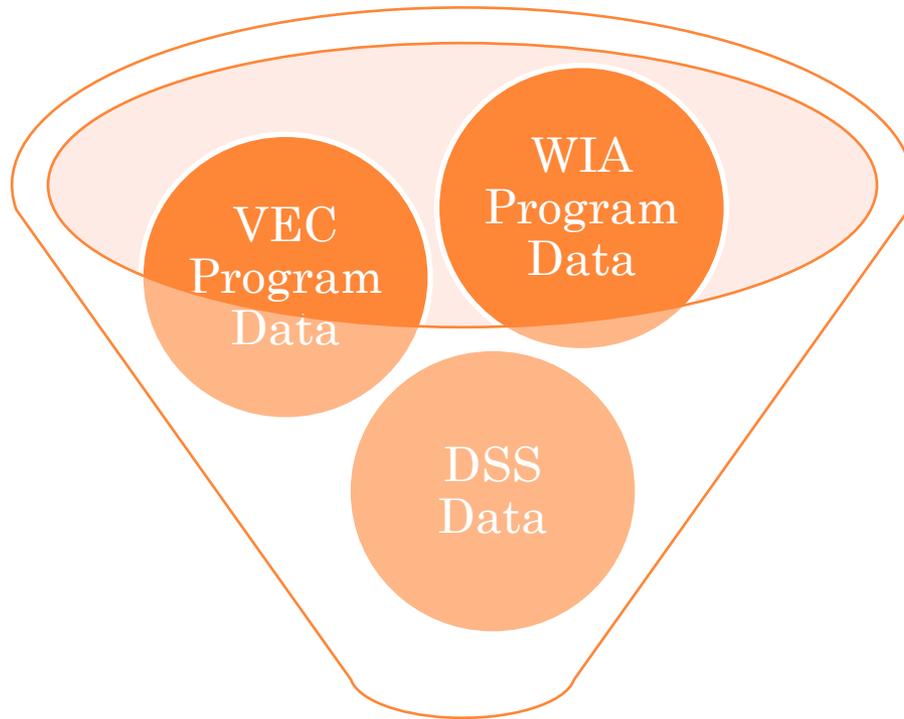


DATA SECURITY

- 2-step de-identification process:
 - Step 1: Identifiable data are de-identified using an algorithm and linked-based new identifier
 - Step 2: Linked data receive another new identifier and old identifiers are removed so data are not identifiable to contributing agencies



THE 'SHAKER'



***De-identified Data for
Reporting & Analysis***



PARTNER AGENCIES

“Problems can become opportunities when the right people get together.”



PARTNER AGENCIES

Program	Agency	Level of Involvement
WIA Title I - Adult, Youth, DW	VCCS	Required
UI Wages	VEC	Required
UI Benefits	VEC	Required
Trade Adjustment Assistance	VEC	Required
Wagner-Peyser	VEC	Required
Vocational Rehabilitation	DRS	<i>Bonus Point Partner</i>
SNAP Employment and Training	DSS	<i>Bonus Point Partner</i>
VIEW (in TANF)	DSS	<i>Bonus Point Partner</i>
Registered Apprenticeship	DOLI	<i>Bonus Point Partner</i>
WIA Title II - Adult Education	VDOE	Partner of Interest
CTE Programs - Adult, Youth	DCE	Partner of Interest
Senior Employment Program	VDA	Partner of Interest
Vocational Rehabilitation	DBVI	Partner of Interest



PROJECTIONS

Milestone	Projected Date
Data & Performance Plan	December 2011
Lexicon (VEC & WIA programs)	January 2012
♥ Data sharing begins ♥	February 2012
Lexicon (DRS, DOLI, & DSS)	April 2012
Web Portals	July 2012
Core Reports Established	November 2012
WDQI Interim Report	December 2012
User Training Curriculum	January 2013



THANK YOU!

- Wendy Kang, Assistant Vice Chancellor for Workforce Research and Evaluation – wkang@vccs.edu
- Najmah Thomas, Workforce Data Quality Initiative Grant Manager – nthomas@vccs.edu

