

Strong Workforce Program Metrics Fundamentals

Revised October 2018



California
Community
Colleges

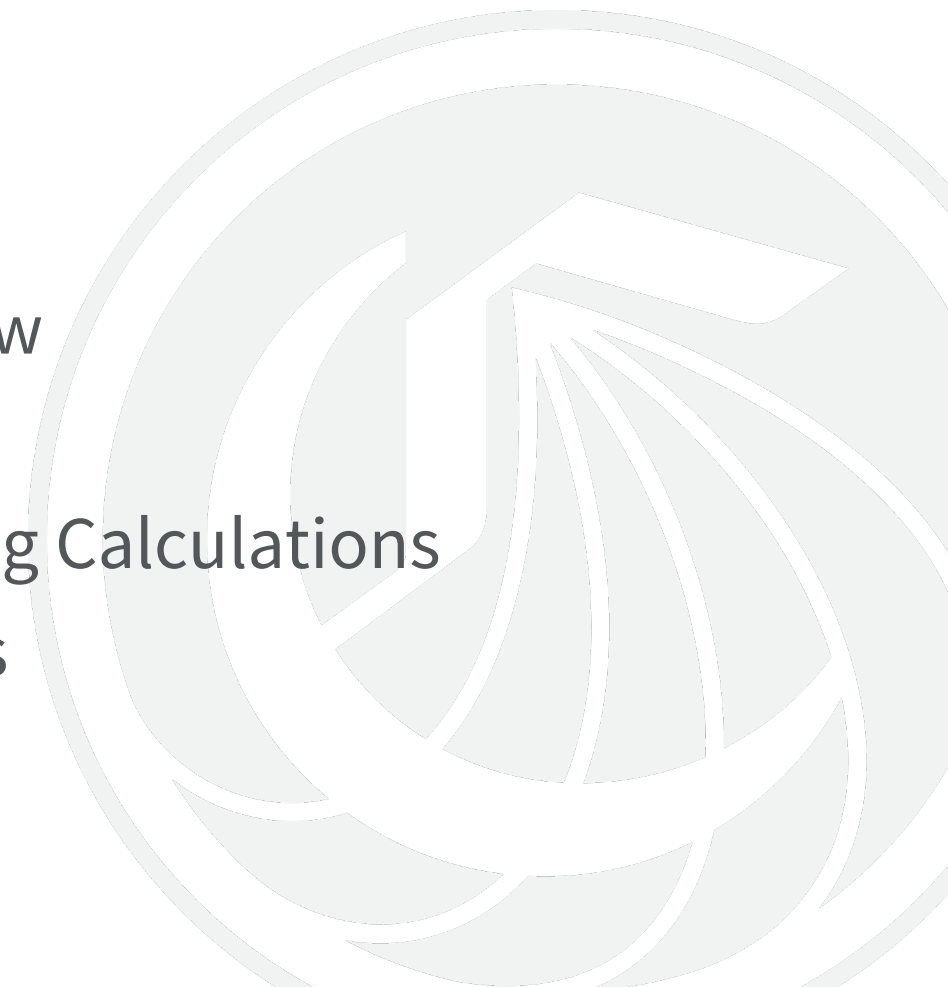


Doing What MATTERS
FOR JOBS AND THE ECONOMY



Agenda

- Relevant Legislation
- Strong Workforce Program Funding Overview
- Strong Workforce Program Metrics
- Strong Workforce Program Incentive Funding Calculations
- Data Sources and Reporting Responsibilities
- Resources



Relevant Legislation



Workforce Innovation and Opportunity Act (WIOA)

- WIOA is federal legislation funding the public workforce system
- WIOA partners include US DOL, US DOE, US DHHS
- WIOA supports job-seekers (low-income adults & dislocated workers), youth, adult education & literacy participants, and individuals with disabilities
- WIOA defines 6 performance measures used across programs

State of California Legislation

- Strong Workforce Program (SWP)
 - SWP mandated that metrics to align with WIOA when possible
 - Metrics to be used in calculating the SWP Incentive Funding
- Economic and Workforce Development (EWD)
 - SB 66 (Leyva) replaced old EWD metrics to those aligned with WIOA
 - EWD will use the already-developed SWP metrics

Strong Workforce Funding Overview

SWP Allocation Model

Funds are ongoing and have been allocated to districts (Local Share - 60%) and regions (Regional Share - 40%) based on a labor market need, enrollments, and student

Funding Type	Inputs	2016-17	2017-18+
Base	Unemployment Rate	1/3	1/3
	Proportion of CTE FTEs	1/3	1/3
	Job Openings	1/3	1/6
Incentive	Successful Workforce Outcomes	0	1/6

SWP Legislative Requirements

- Incentive funding is required by 2017-18
- All components of incentive funding model are fixed in the legislation
- Chancellor's Office allowed to determine how incentive funding would be distributed
 - Incentive funding model designed by the 17% Committee

17% Committee

- Included all major college roles, industry representative, Chancellor's Office staff & researchers
- Developed the model after reviewing research from other states and consulting with experts
- Tested models to ensure fairness
 - Selected model showed no bias toward specific types of colleges based on location, size, scale of CTE offerings, and type of students served

Strong Workforce Metrics



Revisions to SWP Metrics

Alignment to the Student Success Metrics

- SWP metrics will be revised to align with the Student Success Metrics (effective 2019-20)
- The Student Success Metrics:
 - provide a holistic approach to our work on student success, across funding streams and initiatives
 - measure students' progression along their educational journey from recruitment to completion, transfer, and the workforce
 - align with the concepts in the original SWP metrics, but include slightly different definitions

Revisions to SWP Metrics

Alignment to the Student Success Metrics

Original Metrics

Aligned with Student Success Metrics

Course Enrollments

Progress

Credential Attainment

Transfer

Employment

Employment Related to Field of Study

Median Earnings

Increased Earnings

Attained Living Wage

Progress

Credential Attainment

Transfer

Employment Related to Field of Study

Median Earnings

Increased Earnings

Attained Living Wage

Italics indicate the use of an adjusted metric definition that aligns with the Student Success Metrics.



Revisions to SWP Metrics

Metric Definitions and Points

Course Enrollments

	Original Metric/Calculation	Revised Metric/Calculation
Definition:	The number of enrollments in courses (may include duplicated students)	Not applicable—metric phased out after first year of incentive funding (2017-18)
Points:	0.025 point awarded per registration	Not applicable

Revisions to SWP Metrics

Metric Definitions and Points

Progress

	Original Metric/Calculation	Revised Metric/Calculation
Definition:	Attainment of 12+ credit CTE units or 48+ noncredit CTE contact hours	Attainment of 9+ credit CTE units or a noncredit workforce milestone (completed a noncredit CTE or workforce preparation course or had 48 or more contact hours in a noncredit career education or workforce preparation course)
Points:	1/2 point awarded per student	No change

Revisions to SWP Metrics

Metric Definitions and Points

Credential Attainment: Definition

	Original Metric/Calculation	Revised Metric/Calculation
Definition:	Attainment of CTE degrees/certificates: <ul style="list-style-type: none"> • BA/BS • AA/AS/AD-T • CO-approved certificates • Noncredit certificates of at least 48 contact hours • Local certificates of at least 6 units 	Attainment of CTE degrees/certificates: <ul style="list-style-type: none"> • BA/BS • AA/AS/AD-T • CO-approved certificates • Noncredit certificates of at least 48 contact hours

Revisions to SWP Metrics

Metric Definitions and Points

Credential Attainment: Weighting

	Original Metric/Calculation	Revised Metric/Calculation
1 Point:	<ul style="list-style-type: none"> Local credit certificates of at least 6 units CO-approved credit certificate of 12 to < 18 units Noncredit certificate of 48 to < 288 hours 	<ul style="list-style-type: none"> CO-approved credit certificate of 12 to < 18 units Noncredit certificate of 48 to < 288 hours
2 Points:	<ul style="list-style-type: none"> Credit certificate of 18 to < 30 units Noncredit certificate of at least 288 hours 	<ul style="list-style-type: none"> Credit certificate of 18 to < 30 units Noncredit certificate of at least 288 hours
3 Points:	<ul style="list-style-type: none"> Credit certificate of at least 30 units Associate degree Apprenticeship journey status CCC bachelor's degree 	<ul style="list-style-type: none"> Credit certificate of at least 30 units Associate degree
4 Points:		<ul style="list-style-type: none"> Apprenticeship journey status CCC bachelor's degree

Revisions to SWP Metrics

Metric Definitions and Points

Transfer

	Original Metric/Calculation	Revised Metric/Calculation
<i>Definition:</i>	Transferred to a four-year institution (no unit threshold to be included)	Transferred to a four-year institution (12 unit threshold to be included)
<i>Points:</i>	1 point awarded for each student	2 points awarded for each student

Revisions to SWP Metrics

Metric Definitions and Points

Employment

	Original Metric/Calculation	Revised Metric/Calculation
<i>Definition:</i>	Attainment of Employment in : <ul style="list-style-type: none">• 2nd fiscal quarter after exit• 4th fiscal quarter after exit	Metrics eliminated
<i>Points:</i>	1 point awarded for each student per metric	Metrics eliminated

Revisions to SWP Metrics

Metric Definitions and Points

Job Related to Field of Study

	Original Metric/Calculation	Revised Metric/Calculation
<i>Definition:</i>	Employment in job related to field of study (for completers and skills-builders only)	Employment in job related to field of study (for students who did not transfer)
<i>Points:</i>	% of students who report job closely related to their field of study, multiplied by the # of students who were sent the survey	No change

Revisions to SWP Metrics

Metric Definitions and Points

Earnings

	Original Metric/Calculation	Revised Metric/Calculation
<i>Definition:</i>	Median earnings in the 2nd fiscal quarter after exit	Median annual earnings, beginning in the 1st quarter after exit
<i>Points:</i>	1 point awarded for each dollar earned, divided by 10	1 point awarded for each dollar earned, divided by 40

Revisions to SWP Metrics

Metric Definitions and Points

Earnings Gain

	Original Metric/Calculation	Revised Metric/Calculation
Definition:	Compares earnings in the year before exiting to the year after exit (for completers and skills-builders only)	Compares earnings in the 2rd quarter before most recent continuous enrollment in the community college system to the 2rd quarter after exit (for all exiters, excluding transfers)
Points:	2 points awarded for each student with gain	No change

Revisions to SWP Metrics

Metric Definitions and Points

Living Wage Attainment

	Original Metric/Calculation	Revised Metric/Calculation
Definition:	Attained a microregion-level living wage (for completers and skills-builders only)	Attained a county-level living wage (for all exiters, excluding transfers)
Points:	1 point awarded for each student	2 points awarded for each student

SWP Incentive Funding Calculations



Incentive Funding Calculations and Timing

- Outcomes will be tracked for “All CTE” programs
- Strong Workforce Base and Incentive Funding will be re-calculated annually
- Timing of Incentive Funding allocations will be aligned with Base Funding

Incentive Funding Metrics by Year

- Incentive Funding for 2017-18 included only “Course Enrollments” and “Credential Attainment”
- Incentive Funding for 2018-19 included all original Strong Workforce student outcomes metrics, except “Course Enrollments”
- Beginning in 2019-20, Strong Workforce Incentive Funding will be based on the revised metrics aligned with the Student Success Metrics

SWP Incentive Funding Metrics by Year

Metrics	FY 2017-18 (using original SWP metrics)	FY 2018-19 (using original SWP metrics)	FY 2019-20+ (aligned with Student Success Metrics)
Course Enrollments	X		
Progress		X	X
Credential Attainment	X	X	X
Transfer		X	X
Employment		X	
Job Related to Field of Study		X	X
Earnings		X	X
Earnings Gain		X	X
Living Wage		X	X

Revisions to SWP Metrics

Economically Disadvantaged Students (EDS)

EDS weighted to incentivize the closure of equity gaps

	Original Definition/Calculation	Revised Definition/Calculation
Definition:	Uses the Perkins definition: <ul style="list-style-type: none"> • Awarded a BOG waiver • Awarded a Pell Grant • Identified as a CalWORKS participant • Identified as a participant in WIOA • Reported as economically disadvantaged 	No change
Weighting:	Weighted 50% more	Weighted 100% more (aligned with Student Centered Funding Formula)

Revisions to SWP Metrics

Economically Disadvantaged Students (EDS)

Weighting Detail

Most metrics	EDS will receive points worth twice what non-EDS receive
Job closely related to field of study metric	
Median earnings metric	Not applicable

Incentive Funding Calculations

Local Share

- Points for all CTE programs at all community colleges are totaled to **create a statewide sum.**
- This sum is divided by the amount of funding available per FY for the 17% local share to **create a value per point.**
- The **value per point is multiplied by the number of points** that each college received to determine its distribution.

Multi-college districts: the distributions for **all district's colleges are summed** to create the district distribution.

Incentive Funding Calculations

Regional Share

- Points for all CTE programs are totaled at the regional level and added together to **create a statewide sum.**
- This sum is divided by the amount of funding available per FY for the 17% regional share to **create a value per point.**
- The **value per point is multiplied by the number of points** that each region received to determine its distribution.

Data Sources and Reporting Responsibilities



Data Sources

Course Enrollment metric

Progress metrics

Credential Attainment metric

Transfer metric

Earnings metrics

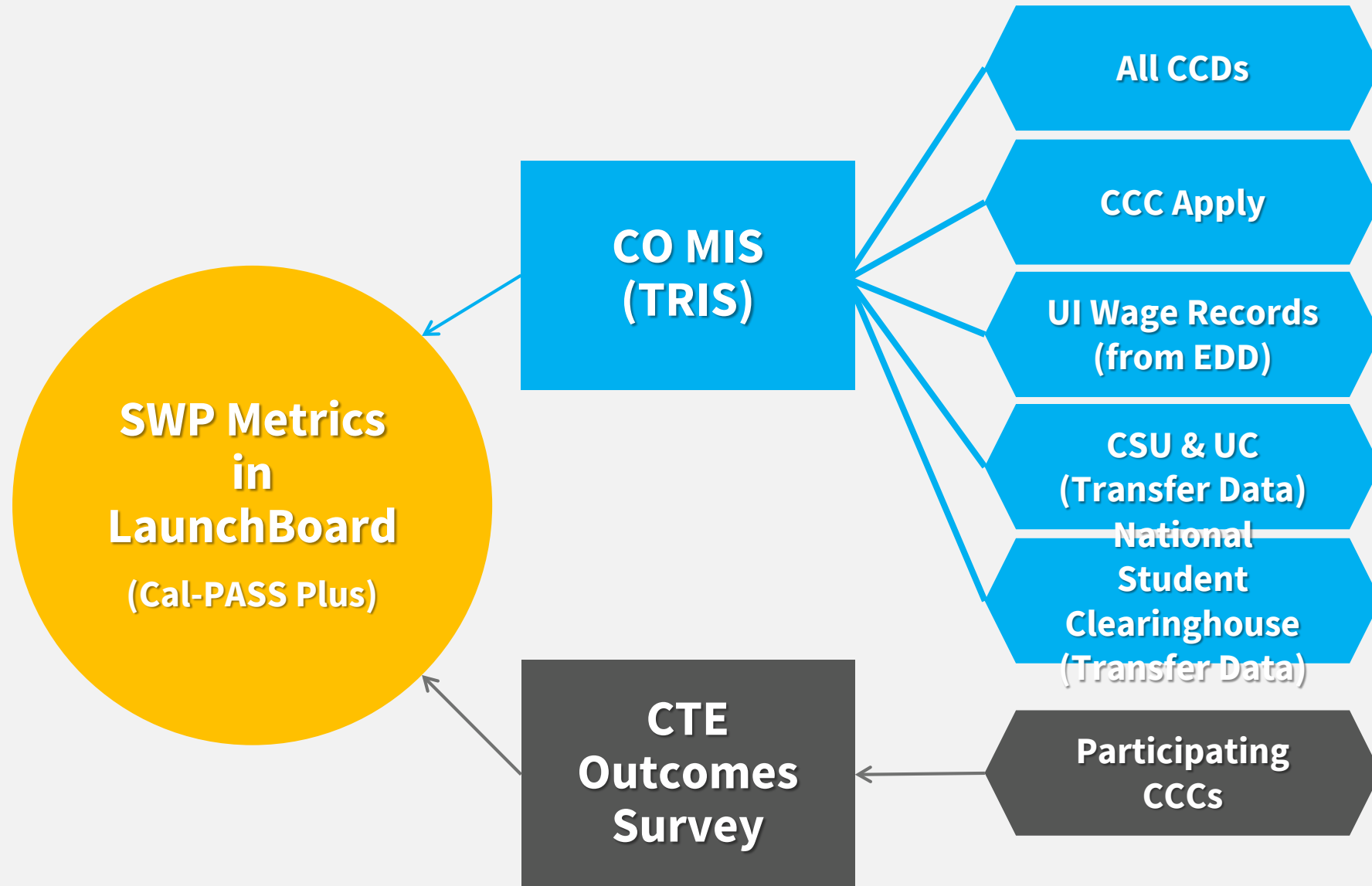
Employment Related to Field of Study metric

Chancellor's Office MIS (CO MIS)

Unemployment Insurance (UI) wage records from CA Employment Development Division (EDD) (matched with data from CO MIS)

Career & Technical Education Outcomes Survey (CTEOS)

Data Map for SWP Metrics



Reporting Responsibilities

- Colleges/Grantees CANNOT report additional data for SWP metrics outside of the data collection methods identified
- Colleges CAN participate in the CTE Outcomes Survey (cost covered by the Chancellor's Office)
- Colleges CAN make sure to report all data to CO MIS by mid-September
- Colleges CAN make sure that Perkins reporting is in order

Resources





FOR EMPLOYERS:
WORKFORCE TRAINING
RESOURCES

FOR CTE FACULTY:
INFORMATION
RESOURCE HUB

SUCCESS STORIES & AWARDS
Workforce Recognition
eShowcase

Follow @WorkforceVan
Click Here To Follow

Subscribe to eUpdates
Subscribe Today

Strong Workforce Program \$248M for Community Colleges

GUIDANCE

- What is Strong Workforce?
- Trailer Bill Language [PDF]
[Word format]
- CCCCO Guidance Memos
- Frequently Asked Questions
- Allocations
- 2016-17
- 2017-18 Base Funding
- 2017-18 Incentive Funding
- 2018-19 Base & Incentive Funding
- Webinar Recordings
- Presentation Archive

PLANNING

- Nova System:
 - Login
 - Request Access
 - Training Videos
 - Regional Analytics
 - Regional Plans
 - Local Analytics & Plans
- CTE Rebrand
- Master Calendar
- Regional Meetings

LABOR MARKET RESEARCH

- Labor Market Information Library
- Demand & Supply Data Tools

CAREER EDUCATION PROGRAM OUTCOMES

- Find Career Education Outcomes
- Strong Workforce Program Metrics and Incentive Funding

DIRECTORIES

- Find My Regional Partners
- CTE Regional Consortia
- Sector Navigators / Deputy Sector Navigators
- Labor Market Research Centers of Excellence
- Technical Assistance Providers

WORKFORCE RECOGNITION

- Strong Workforce Stars
- Practices with Promise
- Strong Workforce Champions

Find more information on Strong Workforce Metrics and Funding

<http://doingwhatmatters.cccco.edu/StrongWorkforce.aspx>

Find Strong Workforce outcomes on LaunchBoard

<https://www.calpassplus.org/Launchboard>



Workforce and Economic Development Division

LaunchBoard Home Log In Log Out

Update! Changes to LaunchBoard, Click Here to Download

California Community Colleges | LaunchBoard

Tools for Data-Backed Decisions

The LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data to California community colleges on progress, employment, and earnings outcomes for both CTE and non-CTE pathways.

This information is intended to facilitate local, regional, and statewide conversations about how to foster economic mobility.



Community College Pipeline

Community college offerings, student characteristics, milestones, completion, and employment outcomes to support program review and planning.

Explore



Adult Education Pipeline

Comprehensive, multi-level data on student demographics, enrollment, outcomes, types of services received, and employment using new adult education data and accountability metrics.

Explore



Guided Pathways

First-year momentum points for evaluating college redesign efforts.

Explore



Strong Workforce Program

Completion and employment data for examining long-term outcomes.

Explore



CALIFORNIA COMMUNITY COLLEGES
Doing What MATTERS™
FOR JOBS AND THE ECONOMY

FOR EMPLOYERS:
WORKFORCE TRAINING
RESOURCES

SUCCESS STORIES & AWARDS
Workforce Recognition
eShowcase



Follow @WorkforceVan
[Click Here To Follow](#)

Subscribe to eUpdates
[Subscribe Today](#)

Find resources on using and understanding data

CTE Data Unlocked Resources

What Do You Need To Do?	<input type="text" value="Understanding Data"/>	Find My Resources
What Is Your Role?	<input type="text" value="All User Roles"/>	
What Type Of Resource Are You Interested In?	<input type="text" value="All formats"/>	

Resources filtered by Usage = Understanding Data, User Role = All, and Format = All

Pages: 1 2 3 4 5 6 7 »



Want to Start Reporting Locally Issued Certificates?

2 minute video describing how colleges can submit locally issued certificate data to the Chancellor's office and the benefits of doing so. >>

<http://doingwhatmatters.cccco.edu/LaunchBoard/Resources>

Student Success Metrics

Find more
information about
the Student
Success Metrics

What is Student Success Metrics?

To provide a holistic approach to the California community colleges' work on student success, the Chancellor's Office worked with a broadly representative group of practitioners to develop Student Success Metrics.

Organized around common goals such as adult education/ESL, short-term career education, and degree/transfer, the metrics capture progression along students' educational journey from recruitment to completion, transfer, and the workforce.

Student Success Metrics pinpoint critical milestones and accomplishments that align with the Vision for Success and the Student Centered Funding Formula, and integrate metrics associated with various initiatives and funding streams.

<https://digitalfutures.cccco.edu/Projects/Student-Success-Metrics>

Contacts

CCCCO:

- Matt Roberts, mroberts@cccco.edu
- Jill Leufgen, jleufgen@cccco.edu

WestEd:

- Kathy Booth, kbooth@wested.org



Thank you!

