

Design Plan for Louisiana's WDQI Grant

Over the course of the three-year grant, we propose to develop a new statewide workforce longitudinal data system. In year 1, we will spend considerable time planning and laying the groundwork for successfully completing all stages of the project. The planning stage includes acquiring detailed MOUs from all partners, identifying and purchasing hardware and software, and developing data dictionaries for all input data sources. The design stage of the project will also begin in year one including the design of the data system itself (or "database design"), design of the automated reporting tool, as well as the creation of supporting documentation to ensure that all users including in-house IT staff have guidance for updating and working with the system. The implementation stage will begin in late year one and be the focus of efforts in year two. This stage consists of making the data system operational by linking data according to the system design and actually creating the reporting tool. Finally, the utilization stage will begin as soon as the data system is operational. As portions of the system come online, analysis of that data will be carried out to test for quality assurance and to further enhance the automated reporting tool. Finally, in-depth analysis will be conducted during this stage once all elements of the proposed data system are operational. Because of the large scope of this project, there will likely be considerable overlap across the timing of stages. The work will proceed according to the following timeline provided below.

Proposed Work Plan

Year 1:

- Establish interagency working group (see Technical Proposal pg. 20) by the end of quarter 1, 2011
- Acquire MOUs with detailed data sharing agreements: Work will begin by the end of quarter 1, 2011 and will be completed by the end of quarter 4, 2011.
- Identify all equipment (Test and Production) by the end of quarter 1, 2011
- Identify all Software Licenses by the end of quarter 1, 2011
- Purchase all equipment (Test and Production) by the end of quarter 2, 2011
- Purchase all Software Licenses by the end of quarter 2, 2011
- Create Data Dictionaries: Work will begin by the end of quarter 2, 2011 and be completed by the end of quarter 3, 2011 for the following Group A data (internal LWC data) sources:
 - UI Wage Records (Filings/Employees/Payments) [LWC]
 - UI Benefits (Initial/Pay Orders/Demographics) [LWC]
 - WIA (Workforce Investment Act) [LWC]
 - WP (Wagner-Peyser) [LWC]
 - TAA (Trade Adjustment Act) [LWC]
 - VA (Veteran Assistance) [LWC]
 - STEP (Strategies to Empower People) [LWC]
 - WOTC (Workforce Opportunity Tax Credit) [LWC]
 - LRS (Louisiana Vocational Rehabilitative Services) [LWC]
 - LaJET (Louisiana Job Employment Training) [LWC]
- Create Guides: Work will begin by the end of quarter 2, 2011 and be completed by the end of quarter 4, 2011
 - IT Application Instructions
 - Database Design Document including flowchart

- full code book
 - Maintenance protocols for data system
 - Maintenance protocols for documentation
 - Reporting Protocols for Automated Reporting System
- User Guide and Code Book for External (Add-On) Users
- Load Group A data (internal LWC data) based on ‘Data Dictionaries’ and “IT Application Instructions” to servers by the end of quarter 3, 2011
- Make accessing data secure by the end of quarter 3, 2011
- Create mechanism to ‘refresh’ data as necessary by the end of quarter 4, 2011
- Create mechanism(s) to allow display of data (but not the Reports themselves) by the end of quarter 4, 2011

Year 2:

- Maintenance of Equipment (Test and Production) to continue for the duration of the project
- Maintenance of Software Licenses to continue for the duration of the project
- Create reports from Group A data (internal LWC data) by the end of quarter 2, 2012 (i.e. first stage of automated reporting tool).
- Build additional Data Dictionaries by the end of quarter 2, 2012 from select external partners in Group B data:
 - OJJ (Office of Juvenile Justice) [OJJ]
 - List of paroled youth from juvenile detention centers who participate in local area WIA youth programs or other employment and training services at Business and Career Solutions Centers
 - FEDES (Federal Employment Data Exchange System) [FEDES]
 - RAPIDS (Registered Apprenticeship Partners Info Data System) [RAPIDS]
 - LDCFS (Department of Children and Family Services) [LDCFS]
 - TANF
- Incorporate Group B data into the system based on ‘Data Dictionaries’ and “IT Application Instructions” to servers by the end of quarter 3, 2012.
- Allow accessing of aggregated reports based on Group A data (internal LWC data) through web-based portal for state-wide dissemination and allow access to detailed reports through direct distribution to internal users by the end of quarter 4, 2012.

Year 3:

- Maintenance of Equipment (Test and Production) to continue for the duration of the project
- Maintenance of Software Licenses to continue for the duration of the project
- Acquire ‘Data Dictionaries’ by quarter 1, 2013 from Group C data:
 - LDOE (Department of Education) [LDOE] and BOR (Board of Regents) [LDOE or BOR]
- Create reports that incorporate Group B data by the end of quarter 1, 2013
- Allow accessing of aggregated reports based on Group B data through web-based portal for state-wide dissemination and allow access to detailed reports through direct distribution to internal users by the end of quarter 2, 2013.

- Incorporate Group C data into the system based on ‘Data Dictionaries’ and “IT Application Instructions” to servers by the end of quarter 2, 2013.
- Create reports using data from Group C by quarter 3, 2013.
- Allow accessing of aggregated reports based on Group C data through web-based portal for state-wide dissemination and allow access to detailed reports through direct distribution to internal users by the end of quarter quarter 4, 2013.
- Have economists complete “In-depth” analysis of Longitudinal Data: work to begin in quarter 1, 2013 and to be completed by quarter 4, 2013.
- Disseminate in-depth analysis through LWC website by the end of quarter 4, 2013.

| Schedule of Report Completion (<i>including dissemination</i>) | Due |
|---|--|
| Detailed design plan | 60 days after execution of final grant award |
| Report 1—age distribution of LA workers by occupation at the local level | End of 4 th quarter 2012 |
| Report 2—impact of workforce supply challenges on business survival | End of 4 th quarter 2012 |
| Report 3—impact of workforce supply challenges on business retention | End of 4 th quarter 2012 |
| Report 4—impact of workforce supply challenges on business expansions | End of 4 th quarter 2012 |
| Report 5—cost-effectiveness of training programs relative to increased earnings of individuals and tax revenues | End of 4 th quarter 2012 |
| Report 6—cost-effectiveness of employment services programs relative to reduction of UI benefits | End of 4 th quarter 2012 |
| Report 7—tracking of participants in FastStart | End of 4 th quarter 2012 |
| Report 8—cost-effectiveness of employment services programs relative to reduction of TANF benefits | End of 2 nd quarter 2013 |
| Report 9—employment and education outcomes of participants LWC's collaborative program with the Office of Juvenile Justice to link paroled youth with WIA youth programs or other services at the Business and Career Solutions Centers | End of 2 nd quarter 2013 |
| Report 10—movements of the labor force throughout the state and across state borders | End of 2 nd quarter 2013 |
| Report 11—enhanced tracking of existing workforce programs aimed at high school graduates without employable skills and dropouts (to analyze wage improvements, unemployment rates, job retention rates, career advancement, and re-entry into post-secondary educational programs) | End of 4 th quarter 2013 |
| Report 12—comparing data on program completers with vacancy and occupational forecast data | End of 4 th quarter 2013 |
| Report 13—employment outcomes of different education and training programs | End of 4 th quarter 2013 |
| Report 14—identify education exit points within a training program that maximize employment and earnings | End of 4 th quarter 2013 |
| Report 15—dropout and remediation efforts of both LDOE and LWC from a workforce point of view | End of 4 th quarter 2013 |
| Report 16—enhanced report based on the Scorecard system will track objective performance measures of post-secondary programs over time including analysis of education exit points | End of 4 th quarter 2013 |
| Report 17—identify industries that are hiring the majority of individuals at each education level | End of 4 th quarter 2013 |
| Report 18—performance of vocational and technical programs (measured by comparing wages, employment rates, re-entry into other training programs or post-secondary education of participants relative to similar individuals who did not participate in the program) | End of 4 th quarter 2013 |
| Report 19—performance of teacher training programs based on individual student performance (post-secondary, career markers, state mandated educational testing) | End of 4 th quarter 2013 |
| In-depth analysis of individuals impacted by Katrina including transitions to new industries and occupations, returns to additional education, and evaluations of emergency public programs | End of 4 th quarter 2013 |