The Workforce Data Quality Initiative

PY 2011 Annual Report

Employment and Training Administration
United States Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

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ACRONYMS

ABE – Adult Basic Education

ADARE – Administrative Data Research and Evaluation

CCSSO – Chief Council of School State Officers

CTE – Career and Technical Education

CWRI – Center for Workforce Research and Information

DEED – Minnesota Department of Employment and Economic Development

DLLR – Maryland Department of Labor, Licensing, and Regulation

ERC – Education Research Center

ETA – Employment and Training Administration

FEDES – Federal Employee Data Exchange System

FERPA – Family Educational Rights and Policy Act

FL DOE – Florida Department of Education

FPO – Federal Project Officer

GED – General Educational Development

HWOL – Florida's Help Wanted Online

IDE – Iowa Department of Education

IT – Information Technology

IWD – Iowa Workforce Development

JAB – Job Advisory Board

JFI – Jacob France Institute

JSND – Job Service North Dakota

LAJET – Louisiana Job Employment Training

LMI – Labor Market Index

LMS – Learning Management System

LRS – Louisiana Vocational Rehabilitation Services

LSU – Louisiana State University

LWC – Louisiana Workforce Commission

MADHE – Massachusetts Department of Higher Education

MDOL – Maine Department of Labor

MNOHE – Minnesota Office of Higher Education

MNSCU – Minnesota State Colleges and Universities

MODESE – Missouri Department of Elementary and Secondary Education

MOU – Memorandum of Understanding

ODE – Ohio Department of Education

ODJFS – Ohio Department of Job and Family Services

OSU – Ohio State University

P-20W – A reference used for the longitudinal data systems incorporating pre-kindergarten, elementary, secondary, post-secondary, and workforce data into one system.

QCEW – Quarterly Census of Employment and Wage Summary

RAPIDS – Registered Apprenticeship Partners Information Data System

RMC – Ray Marshall Center

SCDEW – South Carolina Department of Employment and Workforce

SCORS – South Carolina Office of Research and Statistics

SCDOE – South Carolina Department of Education

SLDS – Statewide Longitudinal Data Systems – USED longitudinal system grant program

SOC – Standard Occupational Classification

SPR – Social Policy Research

SSN – Social Security Number

STEP – Strategies to Empower People

TA – Technical Assistance

TAA – Trade Adjustment Act

TEA – Texas Education Agency

THECB – Texas Higher Education Coordinating Board

TWC – Texas Workforce Commission

TWIST – The Workforce Information System of Texas

UI – Unemployment Insurance

USDOL – United States Department of Labor

USED – United States Department of Education

VA – Veteran's Assistance

VCCS – Virginia Community College System

VITA – Virginia Information Technology Agency

VLDS – Virginia State Longitudinal Data System

VOS – South Carolina's Virtual One Stop

WDQI – Workforce Data Quality Initiative

WELDS – Workforce-Education Longitudinal Data System

WIA – Workforce Investment Act

WIASRD – Workforce Investment Act Standardized Record Data

WOTC – Work Opportunity Tax Credit

WP – Wagner-Peyser

WRIS – Wage Record Interchange System

WDQI Year One Report

1. Purpose

Thirteen states were selected from the first round of applications announced by USDOL ETA for the WDQI. The purpose of this report is to analyze and display the status of work completed over the first year of the WDQI. First round grantees are as follows: Florida, Iowa, Louisiana, Maine, Maryland, Massachusetts, Minnesota, Missouri, North Dakota, Ohio, South Carolina, Texas, and Virginia.

Each of the states who received first round WDQI grants are also recipients of the USED SLDS initiative. Each of the grant programs requires states to link education and workforce data while abiding by state and federal laws. All 13 grantees have worked hard to establish strong relationships with their education counterparts. These relationships have yielded positive results across both grants.

Throughout this report, color-coded charts provide performance and outreach themes, as follows:

	Grantee Performance Highlights
	Grantee Goals
	Best Practices
	Grantee TA Needs

2. Derivation

This Annual Report is derived from the following:
- Written Quarterly Reports
- Quarterly Conference Calls
- Site visits
- SLDS Pre-Kindergarten, Primary and Secondary Education, and Workforce Conference

3. Period of Performance

This initial report covers the period of performance for December 1, 2010 through December 1, 2011. The grants are for a 36-month period of performance.

4. Reporting Periods

Quarterly reports are due on the following dates:

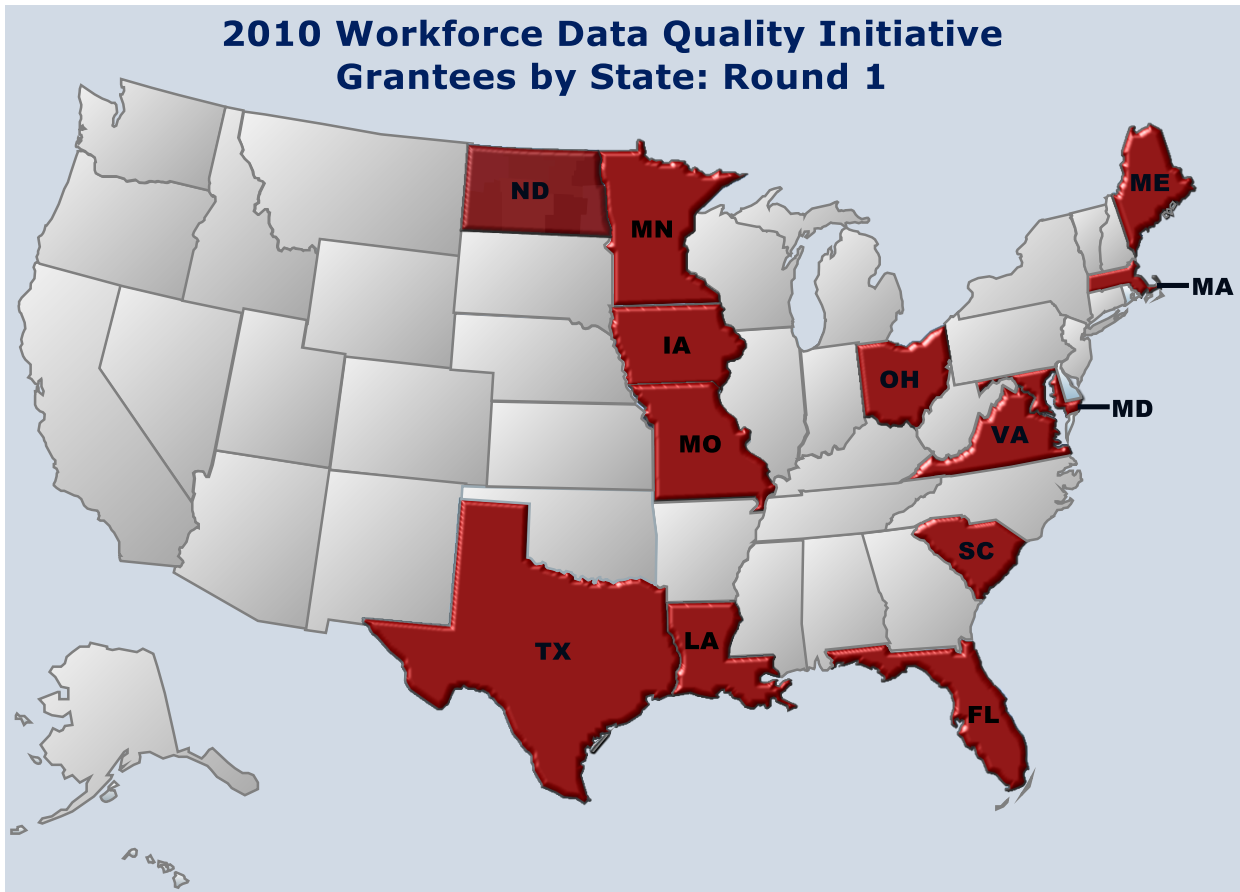| Calendar Quarter	Quarterly Reporting Period	Due Date
1	January 1 – March 31	May 15
2	April 1 – June 30	August 14
3	July 1 – September 30	November 14
4	October 1 – December 31	February 15

5. Technical Assistance Requests

SPR associates are providing TA for WDQI. SPR will be responsible for data collection, data analysis, reporting writing, and the presentation of oral briefings. In addition, the four main deliverables outlined in the Statement of Work consist of the following: technical assistance work plan, monthly progress reports, reference materials, and a final report at the conclusion of the period of performance. A significant role of the contractor is to conduct and analyze needs assessments among the WDQI grantees. In order to assist with this process, states are asked to provide any requests they may have for TA in the quarterly reports.

The following are the most recent requests for TA:

State	Type	Description
Louisiana	Policy	Louisiana had originally intended to include individual level data RAPIDS; however, the state has been unable to gain access to that level of data.
Maine	Staffing	Maine has struggled to identify and acquire qualified IT staff with the technical expertise to manage a comprehensive database. Hiring a data base architect is going to be critical for Maine to move forward.
Texas	Policy	RMC is having a difficult time obtaining apprenticeship data from TWC. Assistance in facilitating those relationships may be necessary.
Texas	Policy	RMC would like assistance in approaching the state's correction department to request the usage of those data sets.
Texas	Policy	RMC is exploring ways to identify a source for military enlistment data.
Virginia	Policy	VCCS is interested in additional information on how WRIS and FEDES operate.
Virginia	Research/Policy	VCCS would like assistance in identifying a scorecard/report card which incorporates education and workforce metrics in a unified presentation that non-agency stakeholders will find informative and appealing.

6. Round One Grantee Map

**2010 Workforce Data Quality Initiative
Grantees by State: Round 1**

ND
MN
ME
IA
MA
OH
MD
MO
VA
TX
LA
SC
FL

7. State-by-State Analysis

During the first year of performance, each of the grantees made positive progress towards their WDQI project designs. The objectives of each state's proposal vary greatly across the thirteen states. From the differing levels of currently existing data systems, to the degree of communication between various internal and external stakeholders, to the legislative mandates which govern each of the states, the construction of these data sets has been a formidable, but worthwhile task. Ensuring connectivity between data sets within each individual state has identified areas where additional hardware and software are necessary. In some cases, entire platforms had to be purchased. For example, Massachusetts had to change from UNIX to Windows for compatibility. The realization that not only are different programs and data files in existence for the multiple workforce programs, but there are also varying degrees of compatibility with the external stakeholder systems which must be resolved in order to provide a true cross-agency longitudinal system. While ensuring system operability has been one component of this year's grant activities, establishing memoranda of understandings for each of the grantees and their partners has also been underway. Each state's design plan included lists of partnerships which would be pursued. Some of these relationships have really taken flight and greatly expanded the purview of data sets which will be included in a state's system. Other states faced challenges with establishing those relationships. USDOL, in conjunction with USED, facilitated individual state calls with each of the joint WDQI-SLDS grantees in an effort to introduce state workforce and education grantees to one another, provide a common connection, and encourage future collaboration.

Frequently, the barrier in connecting workforce data with another agency is state legislation or a state's interpretation of a law, statute, or regulation. Each state is working hard to ensure that their individual laws are upheld while satisfying the grant requirements. In addition, work is underway on a federal level to provide guidance and clarification on the intent of specific laws. FERPA, administered through USED, issued updated guidance and rule making[1] in the *Federal Register* on December 2, 2011. The new interpretation allows for connection of data while maintaining the importance of an individual's right to privacy.

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[1] United States Department of Education. (2011). "Family Educational Rights and Privacy Act." Retrieved on

FLORIDA

Grant Number: MI-21173-10-60-A-12
Contact Information: Florida Department of Economic Opportunity
Project Lead: Rebecca Rust
Address: 107 East Madison Street, Tallahassee, FL 32399

Year One Completion

Florida began their grant with the advantage of legislation which mandates the linkage of education and workforce data elements. Section 2 of Section 1008.39 states, "The department shall implement an automated system which matches the social security numbers of former participants in state educational and training programs with information in the files of state and federal agencies that maintain educational, employment, and United States armed service records and shall implement procedures to identify the occupations of those former participants whose social security numbers are found in employment records, as required by Specific Appropriation 337A, chapter 84-220, Laws of Florida; Specific Appropriation 337B, chapter 85-119, Laws of Florida; Specific Appropriation 350A, chapter 86-167, Laws of Florida; and Specific Appropriation 351, chapter 87-98, Laws of Florida." [2]

Over the course of the first year, Florida has made great strides in completing a comprehensive Supply and Demand model. Integration of educational data has further expanded the possibilities of the data. With legislative mandates having already established necessary partnerships, next steps will include automating the Supply and Demand model, creating a user portal, and web applications.

Third Quarter Highlights: July 1 – September 30, 2011
Further improvement on the Supply and Demand module was completed with the initial inclusion of university data.
Meetings were conducted to ensure the obtainment of term-by-term educational data with FLDOE instead of annualized educational enrollee and completer data.
Last quarter, a historical master file of all HWOL monthly job ads by occupation for state wide and each workforce region was created going back to the origins of the HWOL data in May 2005. The original data was by county and not by Florida workforce region. A conversion program was written to re-total the county level job ad counts to be regionally based.
Florida LMS infused all previous monthly job ad frequencies from HWOL data into Google's Public Data Explorer, a data visualization tool that allows users to graphically and interactively view the number of job ads using six digit SOC code by workforce region and/or state wide.

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[2] Florida Education and Training Placement Information Program. (2009). (2) Section 1008.39 Retrieved on November 30, 2011 from
http://www.myfloridahouse.gov/FileStores/Web/Statutes/FS09/CH1008/Section_1008.39.HTM.

2012 Quarter One Goals

Goals	Planned Date
Supply and Demand web application will be completed	March 31, 2012
Arrangements for Researcher with required data requested from both education and workforce sources	March 31, 2012
Establish a relationship with FL DOE to continue follow-up process on Eligible Training Provider's for Year Two performance data	March 31, 2012

Best Practices/Lessons Learned

Lesson Type	Lesson Detail
IT	Integrating the HWOL job ads into one historical table has enabled Florida to easily create the data visualization tool via Google Public Data Explorer.

Demonstration

Florida's use of Google's Public Data Explorer provides visualization of the impact of the Great Recession. As depicted below, careers in the construction industry show a significant decrease at the beginning of 2009.
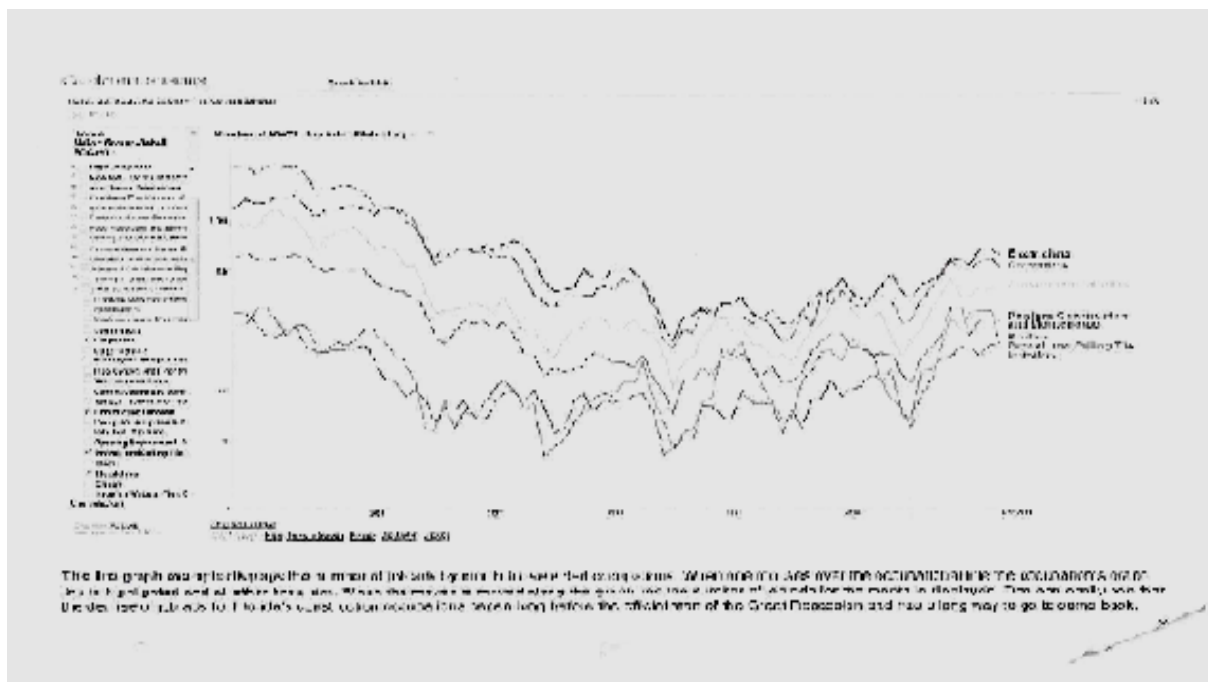
IOWA

Grant Number: MI-21171-10-60-A-19 Contact Information: Iowa Workforce Development (IWD) Project Lead: Jude Igbokwe & Dennis Schwartz Address: 1000 East Grand Avenue, Des Moines, IA 50319	

Year One Completion

Year one of the WDQI for Iowa has been productive. IWD selected the Chief Council of School State Officer's (CCSSO) data model which was created to coincide with USED's SLDS. Mock-ups for system development have been created, and an example is provided below in the *Demonstrations* section. In addition, security procedures have been established which are compliant with both FERPA and UI confidentiality regulations.

Continued collaboration exists between the Iowa Department of Education (IDE) and the Iowa College Student Aid Commission. Meetings are also being held with the Department of Transportation to discuss the feasibility of matching backed on SSN, location and birth date.

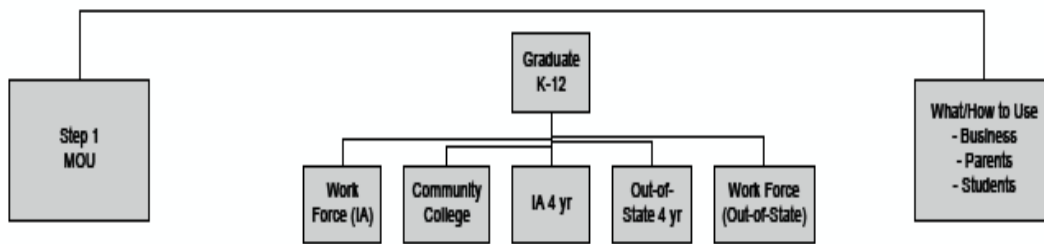| Third Quarter Highlights: July 1 – September 30, 2011 |
|---|
| During year one, relationships were established both internally and externally. Meetings with the Department of Transportation took place to discuss content and availability of data files. Robin Taylor of the USED SLDS Technical Support Team facilitated a session between IWD and IDE. |
| Mock-ups have been created as starting points to aid in the development of the system. |
| File layouts are currently being created for use while building the database. |
| Two positions (Database Manager and Database Analyst) have been approved by Iowa Department of Human Services. |

2012 Quarter One Goals

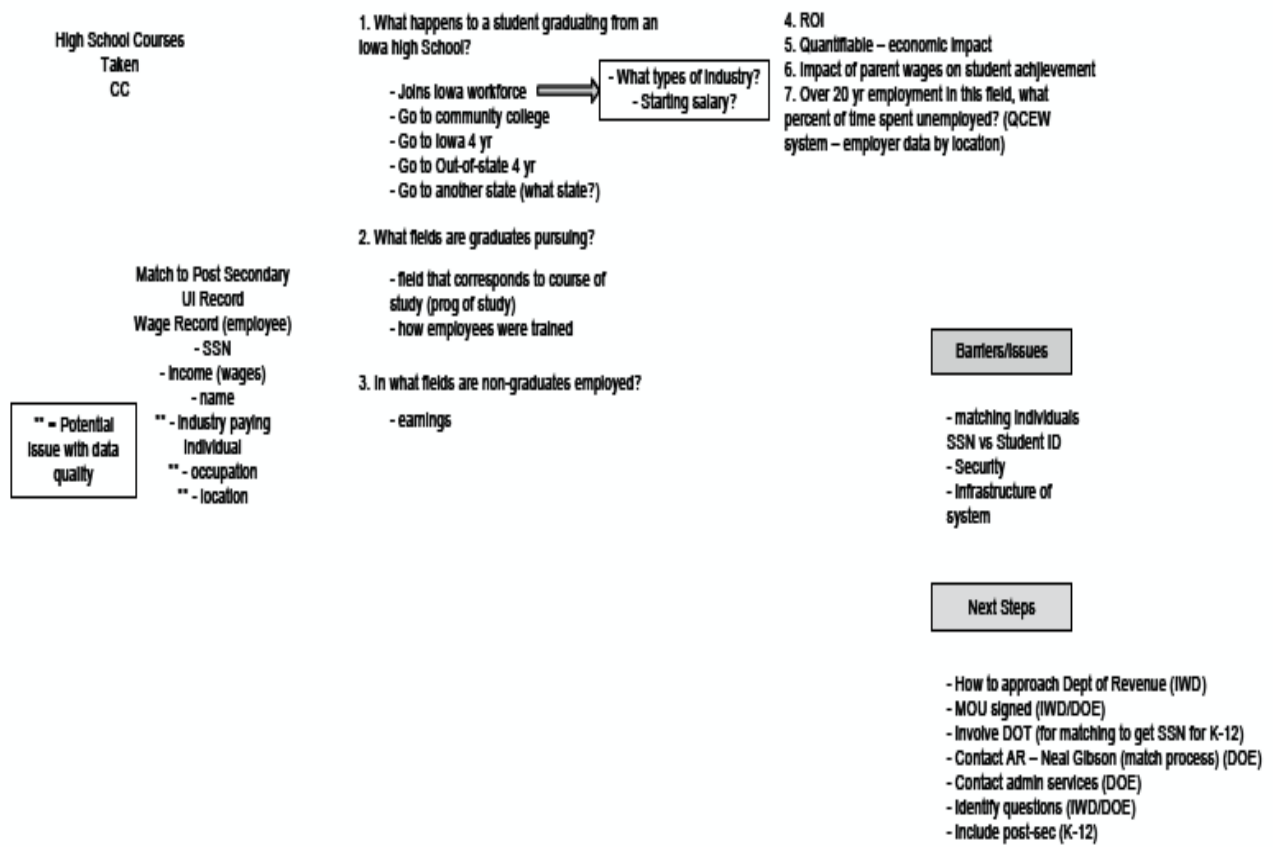| Goals	Planned Date
Meet with USED to determine how data matching can be fully implemented.	January 30, 2012
Collect additional file layouts for the database. Identify appropriate data sets and obtain a file layout.	May 1, 2012
Build a database framework for each data set. Normalize sample data sets into state core data model and develop a maintenance module.	May 1, 2012

Best Practices/Lessons Learned

Lesson Type	Lesson Detail
IT	Utilization of the State Core model has allowed Iowa to move forward with their grant in a manner which will allow for further connectivity with states who adopt the same model.

Demonstration

Iowa has created an initial data element process mock-up to use during the implementation of their longitudinal data system. This process will ensure matches from both internal and external stakeholders are incorporated while acknowledging that barriers do exist between the various agencies.

Graduate
K-12

Step 1
MOU

Work Force (IA) | Community College | IA 4 yr | Out-of-State 4 yr | Work Force (Out-of-State)

What/How to Use
- Business
- Parents
- Students

*DOT – to K12

High School Courses
Taken
CC

Match to Post Secondary
UI Record
Wage Record (employee)
- SSN
- Income (wages)
- name
** - Industry paying Individual
** - occupation
** - location

** = Potential Issue with data quality

1. What happens to a student graduating from an Iowa high School?

- Joins Iowa workforce → What types of Industry? / Starting salary?
- Go to community college
- Go to Iowa 4 yr
- Go to Out-of-state 4 yr
- Go to another state (what state?)

2. What fields are graduates pursuing?

- field that corresponds to course of study (prog of study)
- how employees were trained

3. In what fields are non-graduates employed?

- earnings

4. ROI
5. Quantifiable – economic impact
6. Impact of parent wages on student achievement
7. Over 20 yr employment in this field, what percent of time spent unemployed? (QCEW system – employer data by location)

Barriers/Issues

- matching individuals SSN vs Student ID
- Security
- Infrastructure of system

Next Steps

- How to approach Dept of Revenue (IWD)
- MOU signed (IWD/DOE)
- Involve DOT (for matching to get SSN for K-12)
- Contact AR – Neal Gibson (match process) (DOE)
- Contact admin services (DOE)
- Identify questions (IWD/DOE)
- Include post-sec (K-12)

LOUISIANA

Grant Number: MI-211-74-10-60-A-22 Contact Information: Louisiana Workforce Commission (LWC), Office of Occupational Information Services Project Lead: Larry Aiken Address: 1001 North 23rd Street, Baton Rouge, LA 70802	

Year One Completion

Louisiana is one of three states who are new to building longitudinal data systems on a state wide level. Because of this, work began from the ground up. The first year was dedicated to purchasing necessary equipment, creating comprehensive data dictionaries, and establishing relationships with various internal and external stakeholders.

Thus far, LWC, in partnership with LSU, created the interagency work group which consists of representatives from the following agencies: LWC, LSU, Louisiana Department of Education, Louisiana Department of Children and Family Services, the Board of Regents, and the Office of Juvenile Justice. This workgroup meets on a regular basis.

Third Quarter Highlights: July 1 – September 30, 2011
Guides are currently under development for IT Application Instructions. These guides will include a database design document with flowchart, full code book, maintenance protocols for data systems and documentation, and reporting protocols for automated reporting systems. In addition, a guide and code book for external users is under construction.
Group A (internal Louisiana Workforce Commission) data was preliminarily loaded to the servers based on the Data Dictionaries and IT Application Instructions.
Discussions are under way to develop a new data sharing agreement with the Louisiana Community and Technical College System.

2012 Quarter One Goals

Goals	Planned Date
Develop and Finish Initial Database Design: LWC, with its strategic partner LSU, is in the process of developing the initial database design encompassing all agencies that are involved with the initiative. The design development and structure, based on specific needs of each agency, are well underway. Data dictionaries for each of the agencies including LWC, Department of Education, Board of Regents and Office of Juvenile Justice are will be integrated into this large database structure that will allow seamless integration of data fields from multiple agencies into a central structure.	March 31, 2012
Load and Test Type 'A' Data:	March 31, 2012

LWC plans to load Group A data to the newly created database structure including thoroughly testing connections across datasets originating through various divisions of LWC. Group A Data include:
  ✓ LaJET
  ✓ LRS
  ✓ STEP
  ✓ TAA
  ✓ UI Wage Records (Filings/Employees/Payments)
  ✓ UI Benefits (Initial/Pay Orders/Demographics)
  ✓ VA
  ✓ WIA
  ✓ WOTC
  ✓ WP	

Complete Data sharing requirements for FEDES: Although LWC has been intermittently collecting information through the FEDES system for other projects a modification of MOU will be initiated and completed with the Board of Regents to allow the use of FEDES data for the WDQI project. Additionally, LWC will complete at least one data matching process with FEDES during the quarter. FEDES data will be also included into the newly developed database design. At the end of the first quarter LWC plans to connect FEDES datasets to all LWC datasets already built into the new database design.	March 31, 2012

Best Practices/Lessons Learned

Lesson Type	Lesson Detail
Relationships	From the start of the project, Louisiana established an interagency workgroup. Having all partners on board has allowed for the creation of comprehensive data dictionaries which represent all partner agencies. This has saved time and ensured that the system is beneficial to multiple stakeholders.

TA Needs

TA Type	TA Detail
Policy	Louisiana had originally intended to include individual level data from RAPIDS; however, they have been unable to gain access to that level of data.

MAINE

Grant Number: MI-21169-10-60-A-23
Contact Information: Maine Department of Labor (MDOL)
Project Lead: Paul Leparulo
Address: 45 Commerce Drive, Augusta, ME 04333

Year One Completion

Maine has had a considerably difficult time acquiring a data architect for this project. The technical proficiency of this project requires the addition of an IT resource with specialized experience. This has caused a delay in Release 1.0, which was anticipated in October; however, an individual has been designated for this project, so it is expected that the project will be back on track. Release 1.0 has been scheduled for January 2012, and will be a larger release than the anticipated original.

Third Quarter Highlights: July 1 – September 30, 2011
CRWI agreed to add the WorkReady Program as a new WDQI partner for Maine. This partnership will bring together data on students who receive WorkReady job training with wage and employment data from MDOL.
WDQI and SLDS counterparts collaborated on the development of an interface between the two systems which will facilitate the secure transfer of data.
During the third quarter, MDOL CWRI was designated as an authorized representative of Maine Department of Education for the purpose of conducting research for educational program evaluation. Through an MOU, CWRI will produce reports for SLDS which comply with the FERPA.

2012 Quarter One Goals

Goals	Planned Date
Develop the subject area of the matching system to enable the linking of graduate records with wage records.	March 31, 2012
Prepare data sets for the production of employment and wage outcome reports for Maine's community colleges through the newly developed wage record matching center.	March 31, 2012
Develop a high-level, long-term schedule of releases through the grant period that will show the data sources Maine expects to add through 2013.	March 31, 2012

Best Practices/Lessons Learned

Lesson Type	Lesson Detail
Process	"[Maine] continues to receive strong confirmation that the longitudinal data system will address a much needed gap in the marketplace: the ability to provide quantitative and objective performance results for training and educational programs." – Paul Leparulo

TA Needs

TA Type	TA Detail
Staffing	Maine has struggled to identify and acquire qualified IT staff with the technical expertise to manage a comprehensive database. Hiring a database architect is going to be critical for Maine to move forward.

MARYLAND

Grant Number: MI-21167-10-60-A-24 Contact Information: Department of Labor, Licensing, and Regulation (DLLR) Project Lead: Grace Fendley Address: 1100 N. Eutaw Street, Room 508, Baltimore, MD 21201	

Year One Completion

Maryland has long been interested in the development of longitudinal data systems for various evaluation purposes. As a member of the ADARE alliance[3], Maryland and eight other states signed data sharing agreements to share data for research and evaluation purposes. To expand upon those early linkages, Maryland developed a series of projects which will both improve the linkages of multiple systems and demonstrate the sustainability of these systems.

Third Quarter Highlights: July 1 – September 30, 2011
Two main projects have been the focus for year one and the third quarter. The first is the ID management diagnostics. This effort concentrates on the accuracy of SSNs, which are an integral component of linkages. Research completed to date includes ongoing collection of case studies documenting how SSNs can be extracted, validated, and securely stored off-line.
Testing of probabilistic matching software products is currently underway in an effort to understand which models most accurately and successfully create reliable matches for linkages.
The second year one project is the documentation of a cumulative number of an individual's public program "touches" over an extended period of time. The goal of this project is to create analysis that draws upon multiple historical administrative data files to show how the life-cycle of an individual's education and workforce events can be documented without identity disclosure risk.

2012 Quarter One Goals

Goals	Planned Date
Use what has been learned to date from the Year One projects—Identification Management and Multiple Uses of Government Programs (colloquial title has been "Touches") to inform the design and initial steps of the Year Two project titled "Life-cycle Participation of '1984 Maryland Community College Enrollees in Subsequent Workforce and Education	March 31, 2012

[3] "ADARE." The Jacob France Institute. http://www.ubalt.edu/jfi/adare/aboutus.htm.

Activities."	
Continue to work with available apprenticeship and education data resources to prepare template charts/graphs and accompanying narrative to demonstrate how multi-faceted programs like apprenticeships can be absorbed into an SLDS.	March 31, 2012
Continue to document what historical Adult Education, GED and Correctional Education program data are available for illustrative analysis prior to the beginning of Maryland's operational P-20W center.	March 31, 2012
Continue engagement with the University of Pennsylvania-led, MacArthur Foundation-funded, *Intelligence for Social Policy* (ISP) leadership team (Dennis Culhane and John Fantuzzo) to explore opportunities to promote integration of workforce and education data with the existing portfolios of social services data maintained by ISP site partners.	March 31, 2012

Best Practices/Lessons Learned

Lesson Type	Lesson Detail
Policy	Dr. Stevens and the staff at the Jacob France Institute are widely recognized for their work in economic development and longitudinal databases. Over the year, they have presented at a number of national conferences. Recently, they presented on the use of linked administrative records to build the business-case for investment in CTE programs by moving beyond mandated federal (Perkins IV) core performance metrics.

MASSACHUSETTS

Grant Number: MI-21172-10-60-A-25 Contact Information: Department of Career Services Project Lead: Marilyn Boyle Address: 19 Staniford Street, Boston, MA 02114	
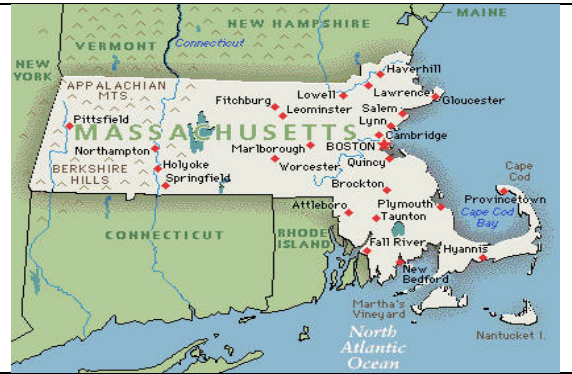
Year One Completion

Massachusetts, like Louisiana and Minnesota, is building the first longitudinal database system on a state wide level. During the first year, attention has been focused on acquiring the equipment and appropriate platform, establishing MOU's with necessary stakeholders, and partnering with the state's selected contractor, Currier & McCabe & Associates. MOU's with the Department of Higher Education were signed on November 10, 2011. While this MOU is limited in scope, it sets the standard for a relationship between the two organizations.

Third Quarter Highlights: July 1 – September 30, 2011
The third quarter consisted of target mapping, testing of the extract, transform, and load process for UI, and completion of UI reports development.
Weekly meetings are being conducted between state WDQI staff and the IT data warehouse manager to build interfaces related to UI profiling, trade, and other required federal reports.
The process of converting from a UNIX platform to Windows for compatibility of platforms was completed.
The electrical capacity of the computer room was accessed and is being upgraded so that additional hardware can be purchased.

2012 Quarter One Goals

Goals	Planned Date

Build the data dictionary. This is broken into the following four steps:
  ✓ Review Moses system/database documentation
  ✓ Create structure and format for workforce data
  ✓ Document WIASRD report elements
  ✓ Analyze results of data validation
These steps will occur in phases.
	Phases 1 & 2– January 31, 2012
	Phases 3 & 4 – June 30, 2012

Hold bi-monthly steering committee meetings.	Reoccurring – January & March
Wage match with the MADHE. The establishment of the file and report formats will occur first. Production of matches and results for MADHE will occur second.	January 31, 2012

MINNESOTA

<table>
<tr>
<td>
Grant Number: MI-21170-10-60-A-27
Contact Information: Department of Employment and Economic Development (DEED)
Project Lead: Kyle Uphoff
Address: 332 Minnesota Street, Suite E200, St. Paul, MN 55101
</td>
<td></td>
</tr>
</table>

Year One Completion

Minnesota is building the state's first statewide longitudinal data system. The beginning of the grant started with a few minor difficulties due to staffing and a change in the way the state manages their information technology resources; however, individuals have now been assigned to the project and a thorough project design guide has been constructed.   DEED has identified the state's Fast Trac information system as the first for data linkage purposes. Utilizing easily accessible internal data as a starting point will give the workforce team time to continue establishing necessarily relationships with external agencies.

Third Quarter Highlights – July 1 – September 30, 2011
Eight IT staff are currently undergoing training in various aspects of the "data cube" architecture that is being utilized for this project.
A project charter which outlines the various phases of the project has been created and approved by all internal stakeholders. Phase one is currently in progress with estimated completion in the second quarter of 2012.
Data sharing agreements are under development between the WDQI and SLDS partners. In addition, an agreement between WDQI and MNSCU is under construction.

2012 Quarter One Goals

Goals	Planned Date
Governance Committee: The WELDS governance committee (consisting of DEED and partner agency representatives) will meet to begin discussions around access to program data, strategies to access education data with respect to FERPA, data quality, maintenance of data privacy, coordination with SLDS and building support among state leadership.	March 31, 2012
Data Sharing Agreements: A data sharing agreement will be developed based on work currently being accomplished around SLDS. The Minnesota Department of Education ABE	March 31, 2012

Office, the Minnesota MNOHE and MNSCU are among the groups that have expressed a willingness to share data with DEED.	
Phase one: Definition of Database Requirements: Project managers will summarize WELDS database requirements for reporting as identified by the business analysis and program team. In phase one, this will be restricted predominantly to the Fast Trac program. Fast Trac is intended to provide educational credentials to adults and thereby increase labor force attachment and wage success. The Fast Trac program was chosen for Phase one of WELDS since participants are often enrolled in other workforce programs administered by DEED besides having a work and educational history. Identification of data requirements will be subsequently replicated with other DEED programs as WELDS progresses.	March 31, 2012
Data Dictionary: A data dictionary will be developed summarizing data elements across disparate workforce programs at DEED with the goal of normalizing data prior to addition of educational data.	March 31, 2012
Database Process Training and Development: IT staff will conclude training in the ETL/Business Logic (Extract, Transform and Load) process technology that will be employed around the WELDS database. Development of the WELDS phase one data analysis platform pilot is expected to be initiated within the first quarter of 2012. WELDS architecture and technical specifications will be documented.	March 31, 2012

MISSOURI

Grant Number: MI-21186-10-60-A-29 Contact Information: Department of Economic Development Project Lead: Sonal Hate Address: 421 E. Dunklin, P.O. Box 1087, Jefferson City, MO 65102	

Year One Completion

Missouri has been hard at work developing multiple cross-agency workgroups which have been tasked with creating consistent table elements to incorporate into their data system, addressing legal issues concerned with data security and privacy protections, developing the framework and architecture environment for their data system, and developing needed data linkages to answer the six research questions proposed in its grant application. Furthermore, the state is exploring additional data linkages.

Third Quarter Highlights: July 1 – September 30, 2011
During the third quarter, Missouri finalized the multi-agency data sharing agreement and began the process of obtaining approval signatures from partner agencies.
Beta testing of simulated workforce and education records for matching purposes was conducted.
Missouri established an internal SharePoint directory to centralize documentation.

2012 Quarter One Goals

Goals	Planned Date
Solidification of three interagency work groups, as well as enhanced information sharing and communication among these groups: ✓ Governance, Coordination and Administrative Support (Governance) ✓ Confidentiality, Information Security and Legal Agreements (Confidentiality) ✓ IT ✓ sub-group for architecture, security protocol etc. (Systems Administration) ✓ sub-group for Extraction and Transaction Data Load Goal one will be achieved by tasking work groups with developing their own charter, defining barriers, and action strategy recommendations. These	March 31, 2012

groups will also have met several times before March 1. The greatest priority workgroup will be that of Governance.	
Continue the development and design of linked data tables for the Workforce Longitudinal Data System (WLDS), which will link to the SLDS created by MODESE. Goal two will be achieved by building on the work that is currently in progress on these data tables.	March 31, 2012
Establishing data warehousing deliverables and action strategies from both IT work groups. Goal three will be achieved by the next phase of IT work which will engage the data warehousing circumstances, identification of needs and design of extraction and data load process.	March 31, 2012

Best Practices/Lessons Learned

Lesson Type	Lesson Detail
Technical	Through dummy testing data, Missouri learned that without real data the testing process and outcomes to link data is limited.

TA Needs

TA Type	TA Detail
Policy	Missouri's interpretation of FERPA has caused difficulties in connecting to education. The state is working to draft an MOU which will address those limitations.

NORTH DAKOTA

Grant Number: MI-21183-10-60-A-38
Contact Information: Job Service North Dakota (JSND)
Project Lead: Kevin Marchus
Address: 1000 E. Divide Avenue, P.O. Box 5507, Bismarck, ND 58506

Year One Completion

JSND has made impressive steps towards implementing their WDQI grant. A new project manager was brought on board in November 2011, and was able to attend the November SLDS P-20W conference. To date, testing of the initial proof of concept and selected software has been successful. A complete project plan with UI integrity measures is forthcoming.

Third Quarter Highlights: July 1 – September 30, 2011
During the third quarter, North Dakota's SLDS project, in collaboration with the WDQI grantees, conducted a proof of concept to ensure the selected data warehouse product will work with the workforce data. The WDQI proof of concept has been successfully completed. Analysis of the SLDS proof of concept is currently on going.
The coding and testing of modifications to the mainframe to capture necessary information for UI Wage and UI Employer data sets was conducted. Analysis indicates that the data pump technology worked successfully and is a component of the proof of concept.
The addition of employer and wage data was incorporated in the state accountability reports.

2012 Quarter One Goals

Goals	Planned Date
Creation and approval of a comprehensive project plan and schedule.	March 31, 2012
Data sharing WIA adult information.	March 31, 2012

OHIO

Grant Number: MI-21166-10-60-A-39 Contact Information: Ohio Department of Job and Family Services (ODJFS) Project Lead: Keith Ewald Address: 30 East Broad Street, 32nd Floor, Columbus, OH 43215	

Year One Completion

Ohio experienced difficulty in obtaining the signatures necessary for the required collaboration between Ohio State University (OSU) and ODJFS. After negotiations over the agreement language and clarification of legal interpretations between ODJFS and OSU were resolved data transfers were able to begin. This delay will shift some of the originally estimated timelines provided at the beginning of the grant. Ohio is currently revisiting those proposed timelines.

Additional partnerships are a vital component of these data systems. During this quarter, ODJFS worked with the Center for Human Resources Research at OSU to establish an advisory research team which will aid in the direction of the WDQI. This group represented the three primary organizations, as well as a range of additional agencies such as the Ohio Department of Education (ODE), the Ohio Department of Health, and the Governor's Office. Discussions with ODE regarding the possibility of integrating kindergarten through 12th grade education data into the system are also ongoing. One solution is the possibility of a repository for ODE EMIS data as well as WDQI data.

Third Quarter Highlights: July 1 – September 30, 2011
Last quarter, issues developed over the language in the agreement between OSU and ODJFS. Those differences have been resolved and successful data transfers have been initiated.
Data transfers have also been conducted between ODJFS as well as the Board of Regents. Workforce and higher education data has been received going back to 2006 for some data files and going as far back as 1990 for others.
Middleware has been developed which allows ODJFS to document the data which has been received, the variables, and set up a hyperlink system that allows researchers easy access to the information in the system of analysis.

Goals	Planned Date
The advisory committee: The WDQI team is Ohio is in the process of establishing an advisory committee that will guide the development of research projects in Ohio using the data archive. By the end of the six-month period this research advisory committee will have met at least two times in Columbus, and helped the staff develop a research plan for the remaining time on the WDQI grant. It will also help with issues of collaboration across state agencies and assist in discussions of sustainability of the initiative.	June 30, 2012
Middleware development: The WDQI team is developing a middleware for the constituent data files from the state agencies. The most important aspect of the middleware is the ability to store and retrieve data elements, including variable and value labels, from any of the files stored in the WDQI. This application allows for a single point of access for all files stored on behalf of the state agencies, and facilitates extraction of the data files for policy and research purposes. By the end of the six months the WDQI will have completed the development of the middleware for the range of higher education and workforce data received under the initial legal agreements.	
Research and Policy Briefs: Using data from the RAPIDS evaluation conducted with other ADARE states, the WDQI will produce a brief outlining the retention of apprentices from the 2000 and 2001 cohort through the 2009 program year and track the apprentices through higher education institutions. Using data from a study of remediation in higher education, the WDQI will be used to study the labor market outcomes of remediation. Finally, using the QCEW, the research team will develop a brief outlining the changes in firm size and employment in	

Ohio during the past period of recession.

Demonstration

Table I-1. Survival, Job Retention, and Payroll Changes for the 2004 Employers in Ohio by Employment Size

Size Class in 2004	Number of Firms in 2004	Number of Jobs in 2004	2004 Annual Payroll Amount ($ in millions)	2004 Per Employee Annual Earnings	% Firms Surviving to 2007	Aggregate Change in Number of Jobs to 2007 for Survivors[1]	Aggregate Change in Annual Payroll Amount to 2007 for Survivors[2] ($ in millions)	Change in Per Employee Annual Earnings to 2007 for Survivors[3]	Avg. % Change in Number of Jobs to 2007 for Survivors[1,4]	Avg % Change in Annual Payroll Amount to 2007 for Survivors[2,5]	Total Jobs Lost to Exits	Annual Payroll Amount Lost to Exits ($ in millions)	Change in jobs to 2010 as % of 2007 jobs
0-100	219,291	1,803,749	$66,713	$36,986	80.0	18,242	$5,950	$3,141	19.3	86.9	144,353	$4,061	1.0%
101-3000	6,939	2,435,976	96,038	39,425	98.3	-35,019	3,441	2,034	-0.7	8.6	28,400	899	-1.44%
3001+	153	1,031,833	42,534	41,221	99.4	-7,697	437	739	-0.9	4.7	3,071	112	-0.7%
All	226,383	5,271,558	$205,284	$38,942	80.5	-24,474	$9,829	$2,129	18.5	83.8	175,824	$5,073	-0.5%

Data Source: Ohio workforce employer enterprise level data, which includes all employers covered by the State UI laws in Ohio.
Note: The 2004 numbers are from 2004Q4 and the 2007 numbers are from 2007Q4.
 We use the end of quarter employment size.
 The annual payroll amount and per employee annual earnings are the corresponding quarterly amounts multiplied by 4.
 When a survivor's data in 2007Q4 are missing, we impute data from the quarters before up to 2006Q4 .
Note: When an employer reports a successor and/or a predecessor, we assess them as if they have always been one entity.
[1] We exclude the 3,325 survivors whose employment size in 2007Q4 is unknown.
[2] We exclude the 3,217 survivors whose payroll amount in 2007Q4 is unknown.
[3] We exclude the 3,336 survivors whose employment size or payroll amount in 2007Q4 is unknown.
[4] For the 9,519 employers which report no employees in 2004Q4, we use 1 instead in the calculation.
[5] In this calculation, we also exclude the 5,863 survivors who report $0 payrolls in 2004Q4.

SOUTH CAROLINA

Grant Number: MI-21185-10-60-A-45
Contact Information: South Carolina
Department of Employment and Workforce
(SC DEW)
Project Lead: Courtney Nowak
Address: 1550 Gadsden Street, Columbia,
SC 29201

Year One Completion

The first year has been highly productive for South Carolina. An MOU with the SCORS, which requires SCDEW to provide quarterly data extracts from WP, WIA, and TAA was signed. A data sharing agreement was developed between USDOL and the state which allows for the sharing of UI benefits and wage data.

Third Quarter Highlights: July 1 – September 30, 2011
During this quarter, a contract was approve and signed by SCORS. Quarterly UI benefits and wage database extracts were also built.
Linkages were established between workforce data and data from USED. Data sharing agreements to expand those linkages are currently in the second draft stage.
Integration of the Provider Services module into Virtual One-Stop was also initiated.

2012 Quarter One Goals

Goals	Planned Date
Complete project plan for data cube development with SCORS. The initial planning meeting is scheduled for December 7, 2011.	March 31, 2012
Execute data share agreements between SCDEW and SCDOE. The agreements are in second draft, awaiting one minor modification for third draft. They will then go out for signature.	March 31, 2012

TEXAS

Grant Number: MI-21182-10-60-A-48
Contact Information: Texas Workforce Commission (TWC)
Project Lead: Doug Ridge
Address: 101 E. 15th Street, Austin, TX 78778

Year One Completion

Texas is not new to building longitudinal data systems; however, connecting to educational records has been a challenge given the State's interpretation of FERPA. USED anticipates amended FERPA regulations to be released in December 2011. It has been speculated that the revisions will allow more flexibility for data linkage purposes. During the first year, Texas focused on internal data matching using readily available TWC and Student Future's Project data.

TWC met with TEA and THECB and outlined the data sharing process. TEA and THECB determined that they would not be able to continue collaborations until they receive ERC JAB approval for research.

Third Quarter Highlights: July 1 – September 30, 2011
During this quarter, TWC continued conducting internal analysis of TWIST files. Meetings were held with TWC staff to discuss project development and data access. Vital statistics data from TWC was also obtained.
The data access memo was prepared and shared with TEA and THECB. Discussions are ongoing surrounding the topic of FERPA.
Approval was secured from the University of Texas at Austin's Institutional Review Board for demonstration project one.
TWC was able to access National Student Clearinghouse Data.

2012 Quarter One Goals

Goals	Planned Date
Receive approval from ERC JAB to develop a full partnership so that we can link the Student Futures Project data to workforce and education variables to complete Demonstration Project 1, Phase II	March 31, 2012
Develop a consensus agreement about the interpretations of FERPA Regulations with education partners at TEA and THECB	March 31, 2012
Demonstrate the value of more	March 31, 2012

comprehensive data to agency leadership to include TWC Apprenticeship Program data in the information to be examined

Demonstration

Texas is hard at work establishing relationships with various internal and external stakeholders. Below is a copy of the November 2011 newsletter which was circulated by RMC.

TA Needs

TA Type	TA Detail
Policy	RMC is having a difficult time obtaining apprenticeship data from TWC. Assistance in facilitating those relationships may be necessary.
Policy	RMC would like assistance in approaching the state's correction department to request the usage of those data sets.
Policy	RMC is exploring ways to identify a source for military enlistment data.

VIRGINIA

Grant Number: MI-21184-10-60-A-51
Contact Information: Virginia Community College System
Project Lead: Wendy Kang
Address: 101 N. 14th Street, 17th floor, Richmond, VA 23219

Year One Completion

VCCS has established an exemplary model for overcoming obstacles. Because of statutory limitations, Virginia is prohibited from creating a data warehouse. However, there are strong desires to provide more robust data sets for policy, research, and evaluation purposes. In order to do so, establishing a relationship with multiple stakeholders was critical. Virginia developed a data governance council which includes all of its partner agencies. Furthermore, a strong relationship has been established between WDQI workforce grantees and USED SLDS grantees.

Third Quarter Highlights: July 1 – September 30, 2011
During the third quarter, the team facilitated a follow-up meeting of the Workforce Development System Workgroup. This ground includes the Virginia Employment Commission, Department of Rehabilitative Services, Department of Social Services, Department of Labor and Industry, Department of Education, Department of Correctional Education, and Department for the Blind and Vision Impaired. During that meeting, the following four primary goals were established: examine workforce data issues, develop potential strategies to improve workforce data, create a unified method to describe how the workforce development system is serving Virginia, and identify areas of improvement for the workforce development system.
The WDQI team is leveraging the $17.5 million VLDS grant to the Commonwealth. Together, the two teams developed a data governance plan as well as Bylaws for the Governance Council. The Council reviewed the SLDS design and review of the data system's structure. Bi-weekly meetings are held with both teams present.
A finalized research agenda has been created which includes workforce program return on investment questions. VCCS is currently working to secure a research agreement with VLDS.

2012 Quarter One Goals

Goals	Planned Date
Develop a workforce data quality assessment and measures guide	January 31, 2012
Prepare a data quality report for WIA programs	February 28, 2012
Identify data elements, program measures and system measures to evaluate and improve performance of the workforce system	February 28, 2012
Create scorecard/report card formats to meet needs of real-time dashboard users and research/policy users	March 31, 2012

Best Practices/Lessons Learned

Lesson Type	Lesson Detail
Program	The WDQI team continues to participate in Virginia's Career Pathways planning activities. The Career Pathways Taskforce is the Commonwealth's means for linking its education, workforce and economic development systems at all education and training levels. The goal of the Taskforce is to establish a means to encourage and facilitate the use of data to strengthen connections to business, inform program development and measure success.
Policy	The Virginia WDQI and SLDS teams have developed a data governance council which includes all of its partner agencies. The council only meets if a majority of members are present and attendance is mandatory.

TA Needs

TA Type	TA Detail
Technical	VCCS is interested in additional information on how the Wage Record Interchange System and Federal Employee Data Exchange System operate.
Research/Policy	VCCS would like assistance in identifying a scorecard/report card which incorporates education and workforce metrics in a unified presentation that non-agency stakeholders will find informative and appealing.

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