Decision-Making Tools for Career Outcomes

Project Background

- Workforce Innovation Grant Fund
  - Joint award DCEO and IDES

- Public-Sector partnership
  - Workforce Development Services: IDES/ISU
    - IDES
      - Manage and implement strategic planning; oversight of data transfers and data validation; supervise client services
    - ISU
      - Coordinate client analytical services; execute production record matching
  - ISAC
    - Manage client technology services and data portals for client data transfer

Workforce Outcome Narratives

- Individual-based measures
  - Unit of analysis: SSN

- Workforce outcomes
  - Outcome comparisons linked to program completion, but disconnected from labor market status
  - reference group comparisons are often misleading

- Job-based measures
  - Unit of analysis: pairing of SSN and Employer UI Account

- Workforce outcomes
  - Outcome comparisons link program completion to labor market status
 - labor market status enhances cross-sectional and time-series reference group comparisons

Conventional Narrative

Enhanced Narrative

Career Outcomes

- Distinguish Career job from secondary job
  - Career job as highest paying job for three consecutive quarters

- Workforce connectivity for Career job
  - Job stability
    - Hire as start point
    - Separation as end point

- Earnings / Earnings Growth for Career job
  - Conventional measures understate earnings outcomes
    - Impact of partial employment on earnings
    - Impact of dual jobholding on earnings
  - Earning measures linked to job stability (apples to apples comparison)

- Career Pathways across Industries and time
  - Mapping career job flows- industry and earnings

- Comparison between student outcomes to IL worker outcomes (US Bureau of Census)
  - Facilitates measures for return on investment

Comparing Career Job Stability:
institution, program study, and demographics
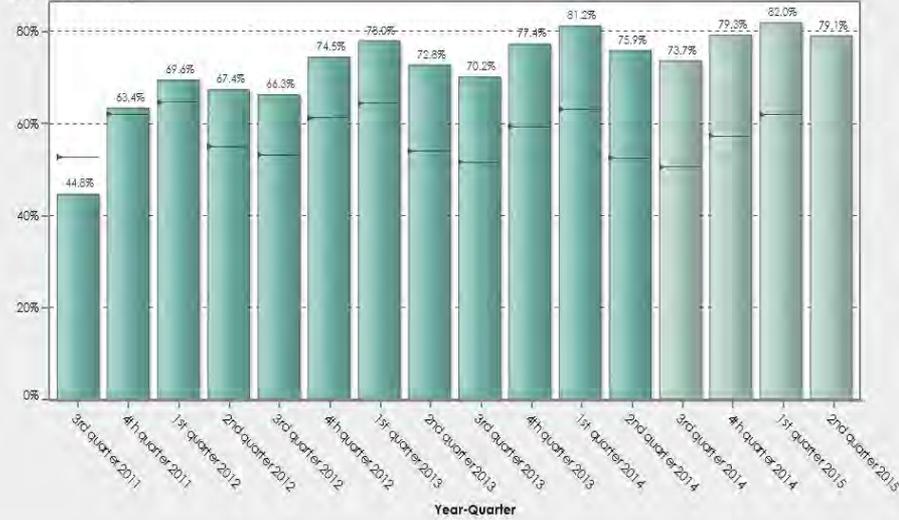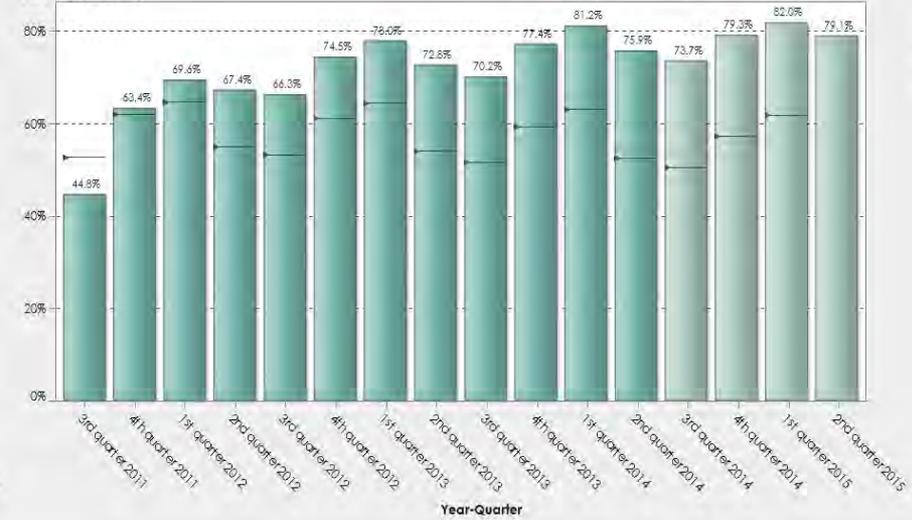
Comparing Career Earnings:
institution, program study, and demographics
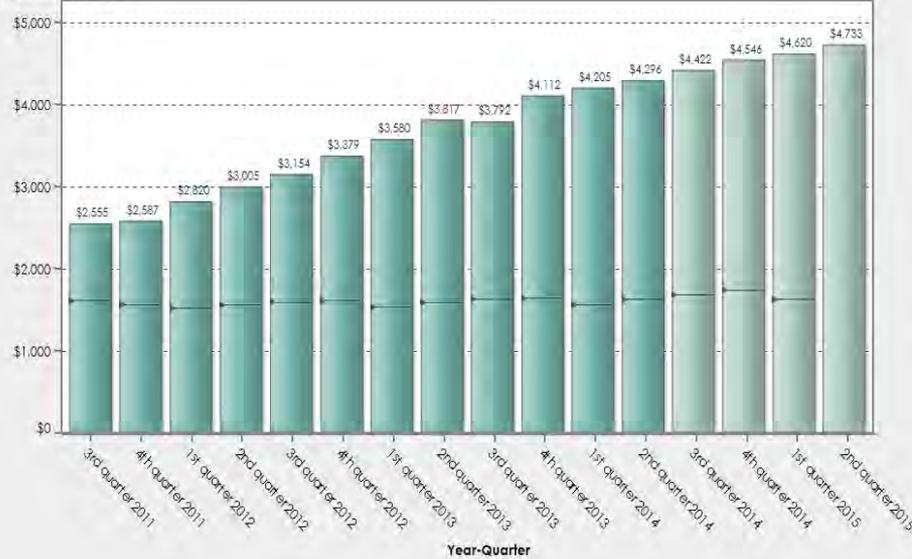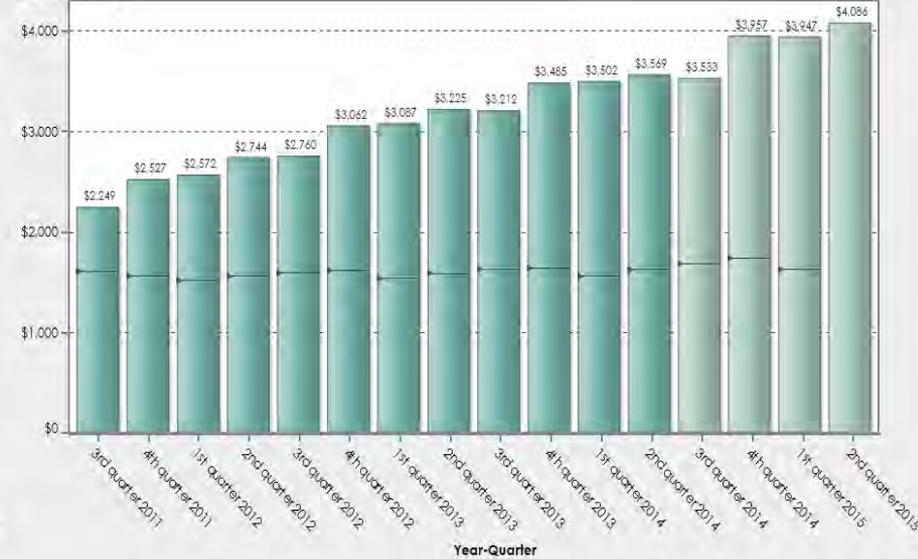
Comparing Career Pathways:
institution, program study, and demographics