California Community Colleges

Strong Workforce Program Dashboard Fall 2021 Release Webinar

October 7th, 2021

Bitly link for PPT: http://bit.ly/LBSWP-100721

Welcome!

Agenda

- Welcome
- Strong Workforce Program Dashboard Purpose
- Value in Program Review
- Release Updates
- Next Steps
- Q&A

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Welcome

Sandra Sanchez

Assistant Vice Chancellor

Economic and Workforce Development

California Community Colleges Chancellor’s Office

Objectives

By the end of this webinar, participants will understand:

- The importance of Strong Workforce Program Dashboard as an **accountability tool** to the **legislature** and **to students**
- How to use the Strong Workforce Dashboard during program review to **improve student outcomes**
- **What has changed** in the current version of the dashboard

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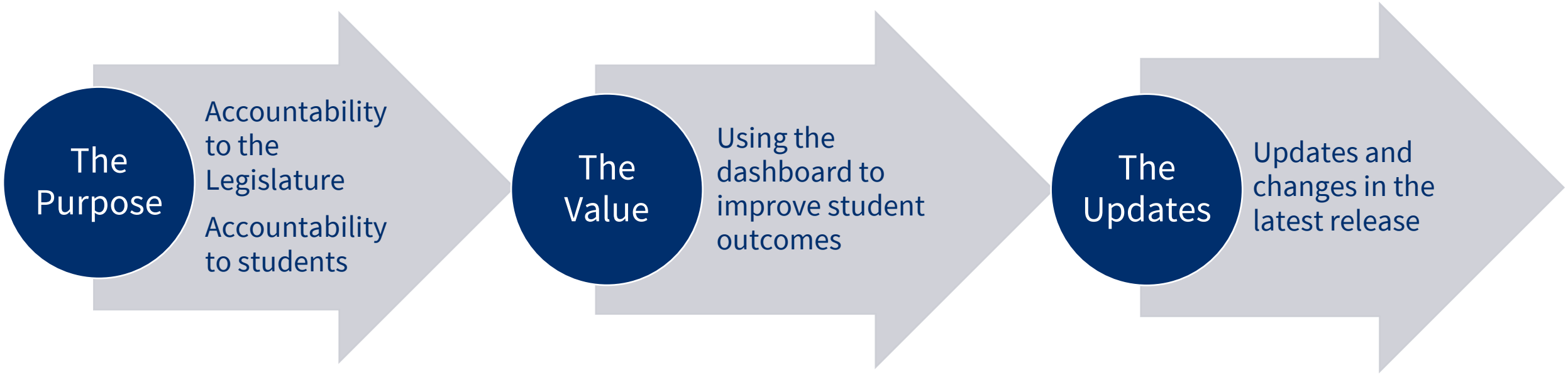
What we'll cover today



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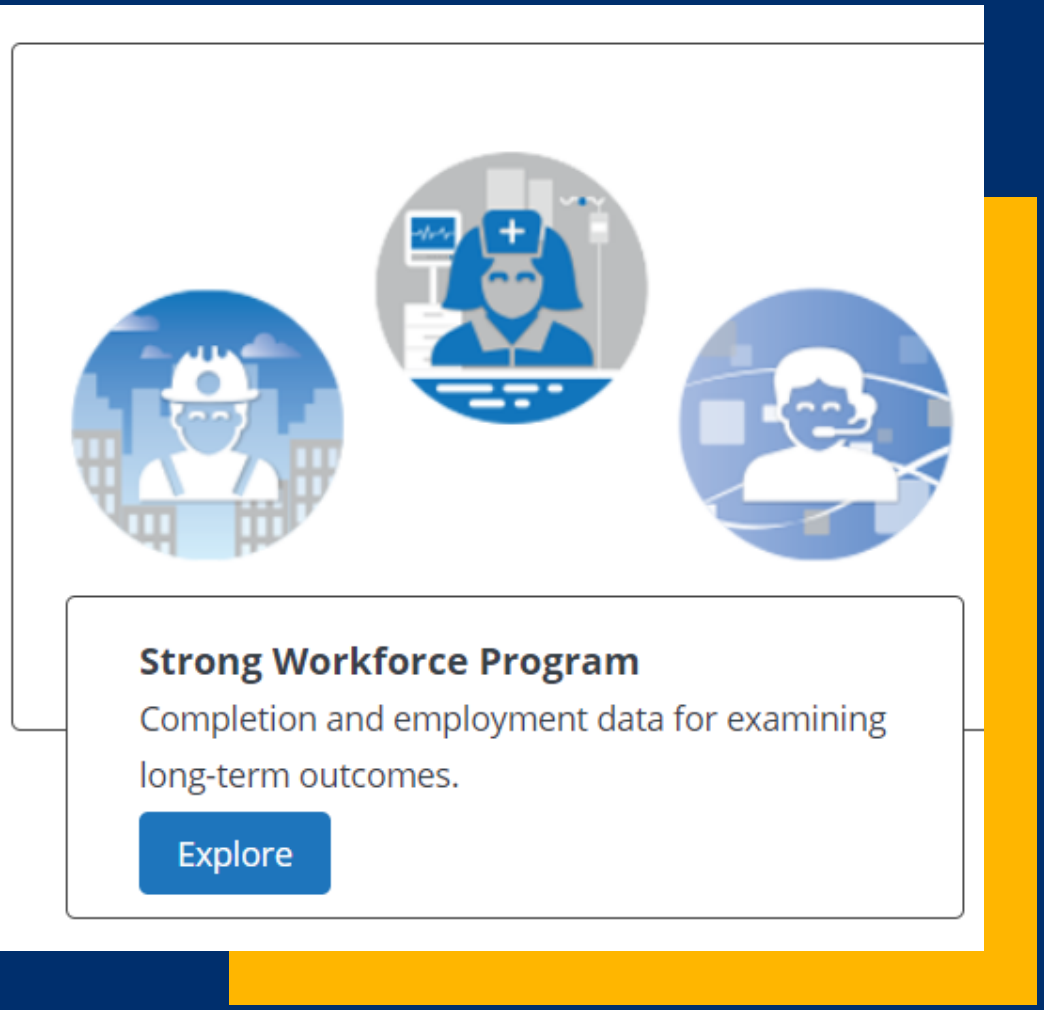

The Purpose

Accountability to the legislature

Accountability to students

Accountability to the legislature

Are the dollars spent on Strong Workforce Program benefiting CTE students and meeting regional workforce needs?

Strong Workforce Program dashboard provides data to:

- Measure progress on Strong Workforce Program goals, aligned to Vision for Success and reported to the legislature
- Measure progress toward regional workforce development goals, as outlined in Strong Workforce Program
- Determine 17% SWP Incentive Funding Allocation

Accountability to the legislature

Strong Workforce Program offers a one-stop view of key accountability metrics

- More CTE
  - Number of students enrolled in CTE Programs
  - Information available by sector or program, as well by region, district, or college
- Better CTE
  - Earn 9+ CTE or meet a workforce milestone
  - Student Outcomes
    - Earn an award or apprenticeship journey level status
    - Transfer
    - Median Earning
    - Change in Earnings
    - Living Wage Attainment

Accountability to CTE students

Are the dollars spent on Strong Workforce Program benefiting CTE students and meeting regional workforce needs?

Strong Workforce Program Dashboard provides data to:

- Understand whether we are delivering on commitments to students
- Improve programs to better serve students
- Are we serving students equitably?

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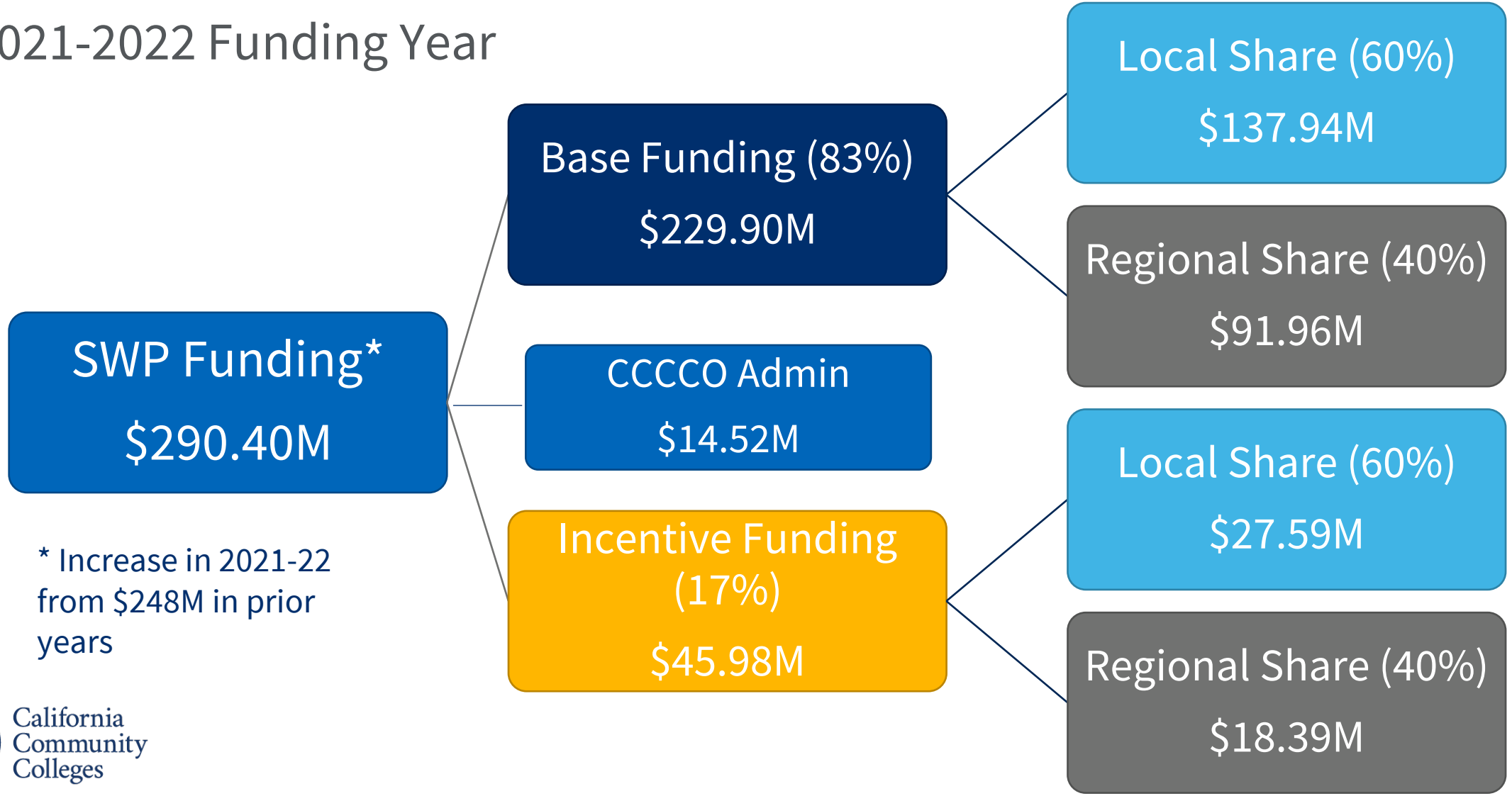
The Purpose

SWP Incentive Funding & Allocation Updates

Strong Workforce Program Funding Model

2021-2022 Funding Year



* Increase in 2021-22 from $248M in prior years

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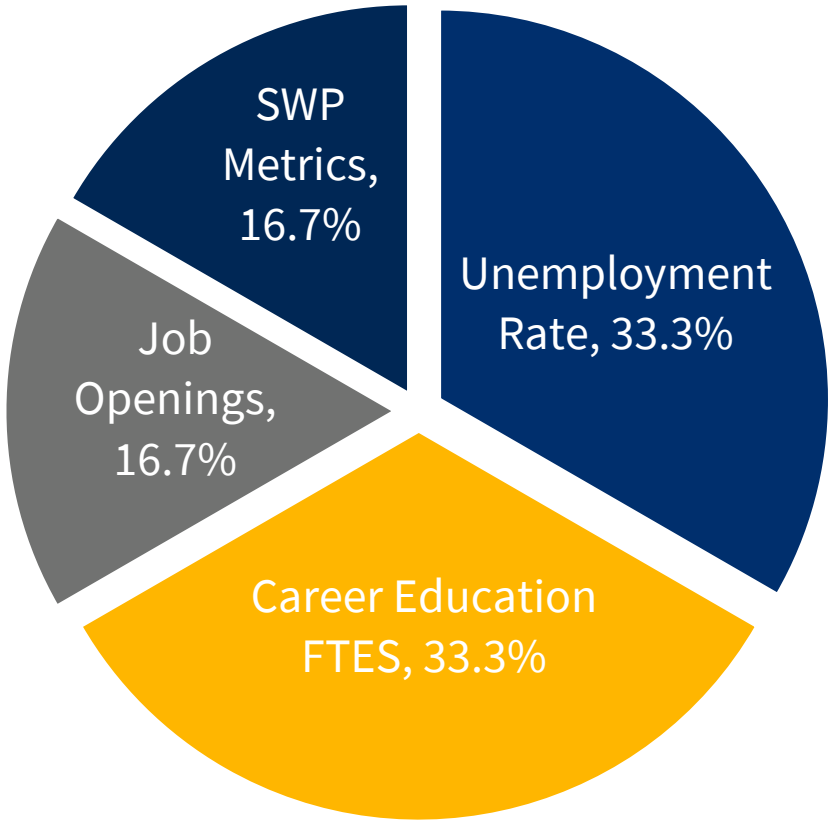
Strong Workforce Program Funding Model

Funding is re-calculated each year according to the factors prescribed in legislation:

Factors		Proportions
Base Funding	Unemployment Rate	1/3
	Career Education FTES	1/3
	Job Openings	1/6
Incentive Funding	SWP Metrics	1/6



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Strong Workforce Program Funding Allocation

2021-22 Updates

- Holding funding consistent using prior year data due to impact of the pandemic on allocation factors

- The Strong Workforce Program dashboard will continue to show current data, as this provides us the information needed to measure progress to our goals of providing more and better CTE to students

The Value

Using the SWP Dashboard in program review to improve student outcomes

Accountability to our students

The Strong Workforce Dashboard provides data to that can be used during program review to identify:

- **Successes** to be expanded to benefit more students
- **Concerning outcomes** that focus our improvement efforts
- **Equity gaps** between student groups to target interventions

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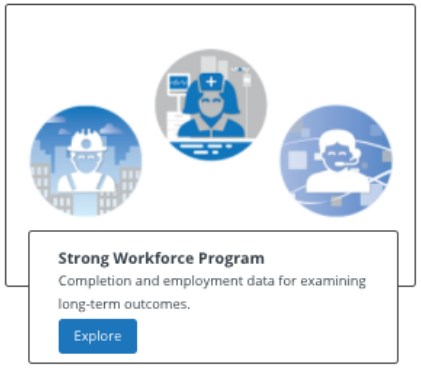
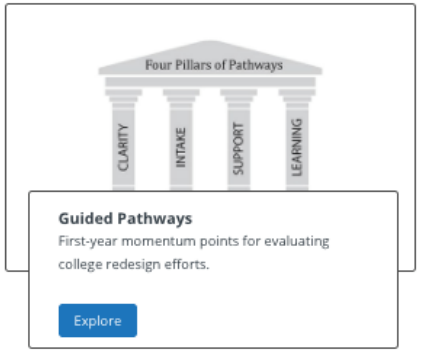
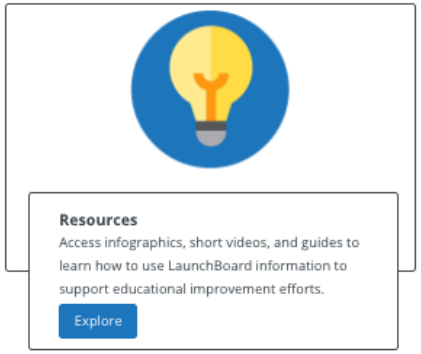
Why the LaunchBoard?

California Community Colleges | LaunchBoard

The LaunchBoard, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. Find out more about the LaunchBoard dashboards here.







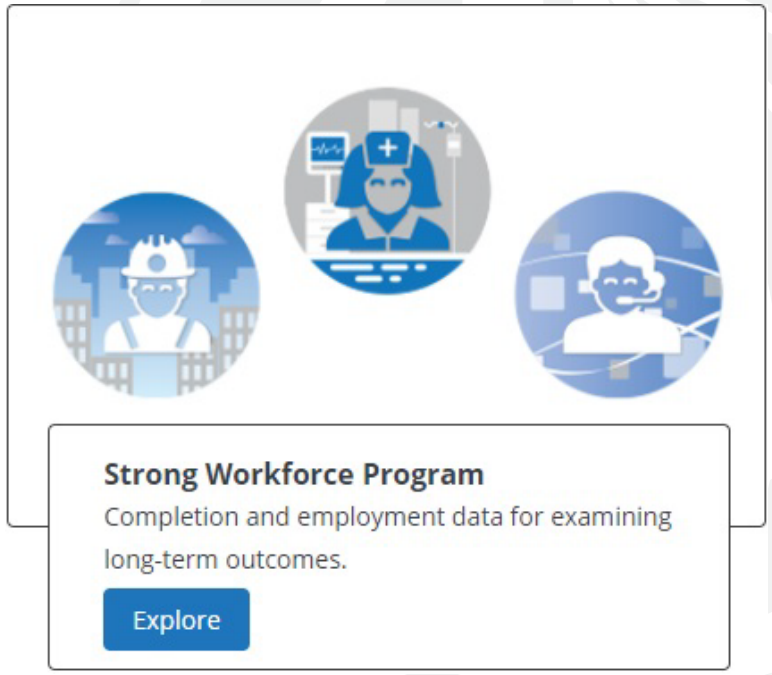
Developed in Partnership With

San Joaquin Delta College | ERP Educational Results Partnership | theRPgroup | WestEd | C·O·E Centers of Excellence

Why the LaunchBoard?

The **Strong Workforce Program** dashboard offers unique information to support student success for Career Education students

- Aligned with Student Success Metrics
- Provides systemwide and regional data that offers a more comprehensive view
- Provides unique information about students
  - Identifies which students have exited the system
  - Provides Earnings and Employment Data



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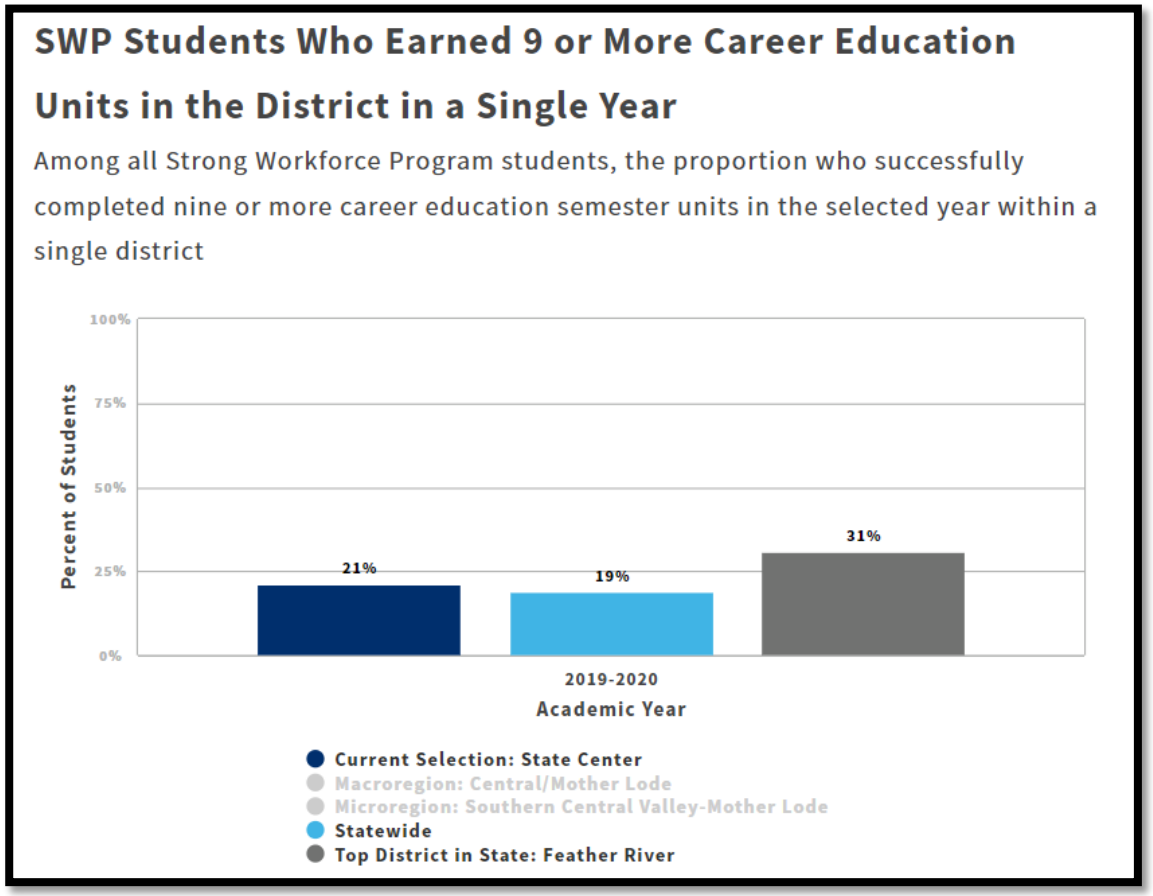
Why the LaunchBoard?

Unique functionality to inform analysis and inquiry:

- Data included from 2011-12 to most current year available
- Comparisons and benchmarking
- Disaggregation
- Display by college, district, microregion, macroregion and statewide
- Display by All CTE Programs, sectors, TOP04 and TOP06



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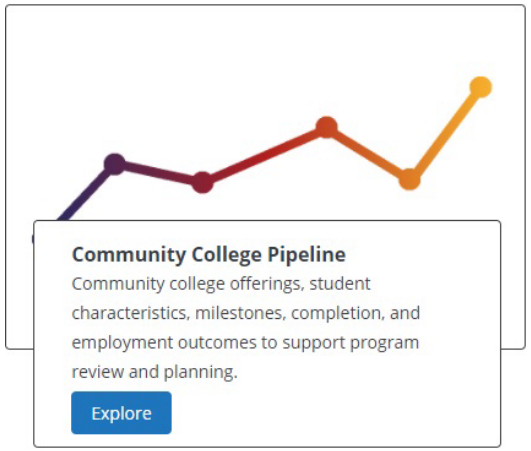
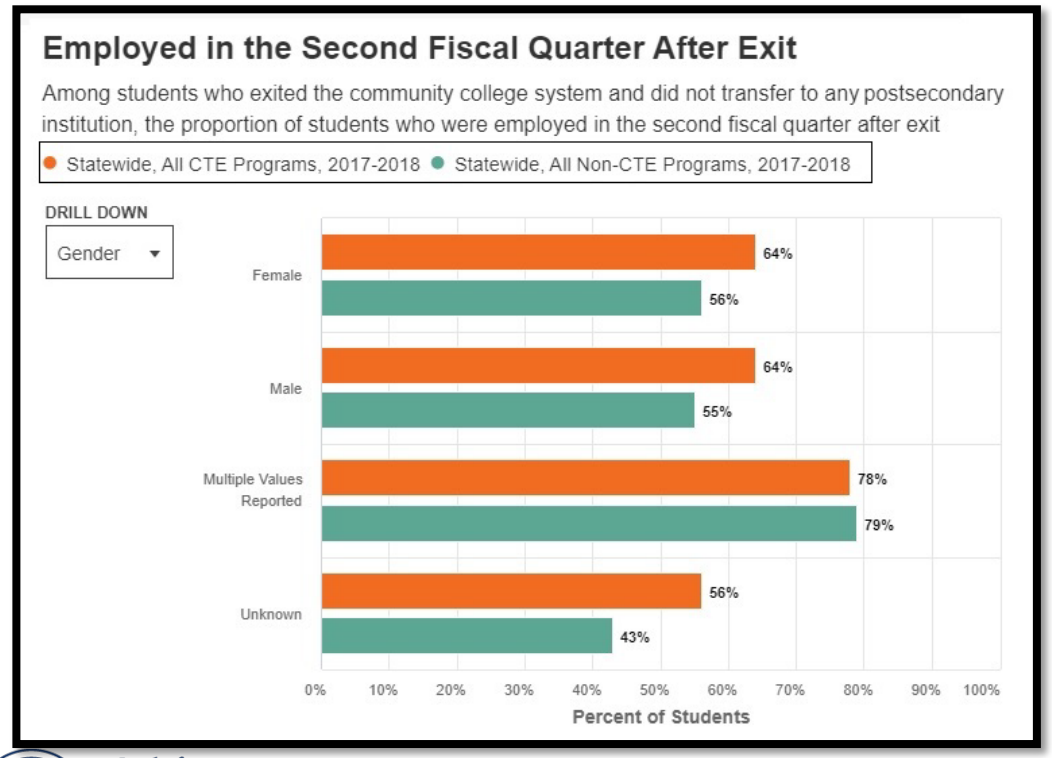
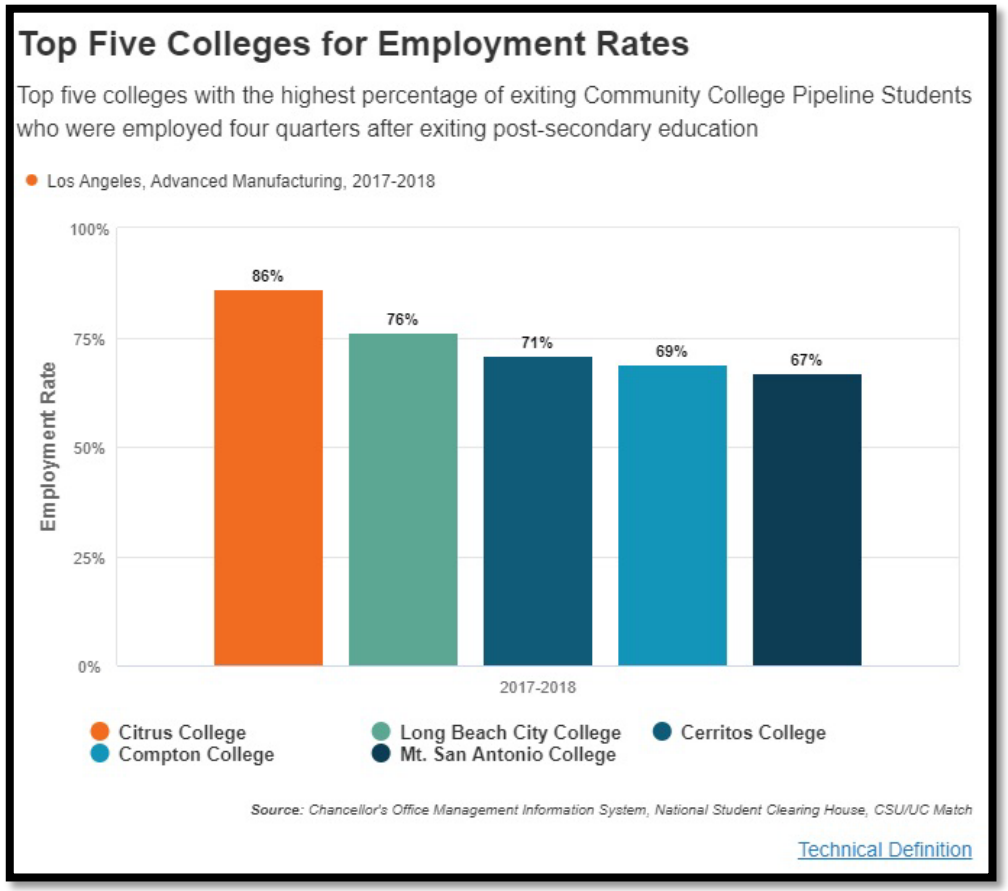
Why the LaunchBoard?

The **Community College Pipeline** offers additional info. and metrics for Career Education Students or All CTE Programs and allows for comparisons with All Non-CTE Programs







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The Value

Two ways to use the Strong Workforce Program Dashboard in Program Review to improve student outcomes

Program Review

Scenario

You are a faculty member conducting program review for your accounting program to identify areas of improvement

Question

What are the earnings outcomes of your students? How do these earnings compare to others in the district and region?

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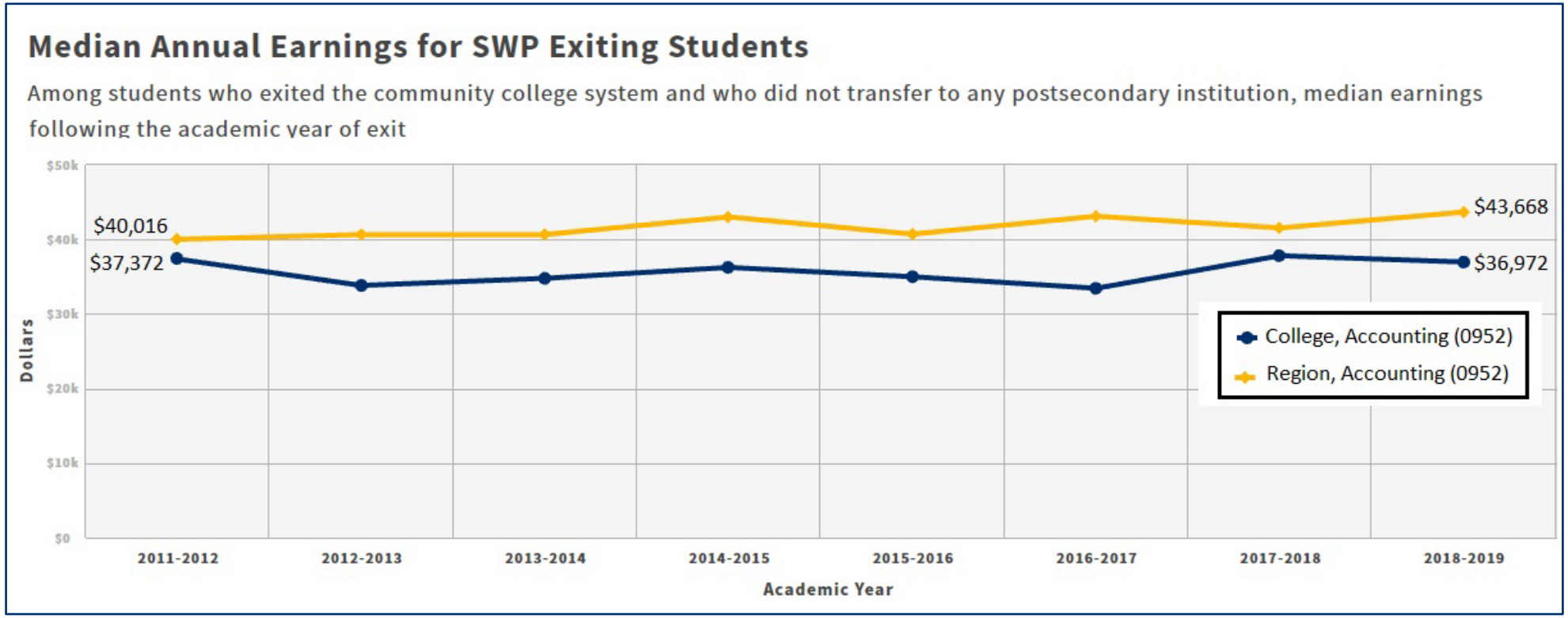
What are the earnings outcomes of your students?

The median annual earnings for the 1,580 students at this college who exited in 2018-19 is **$36,972**



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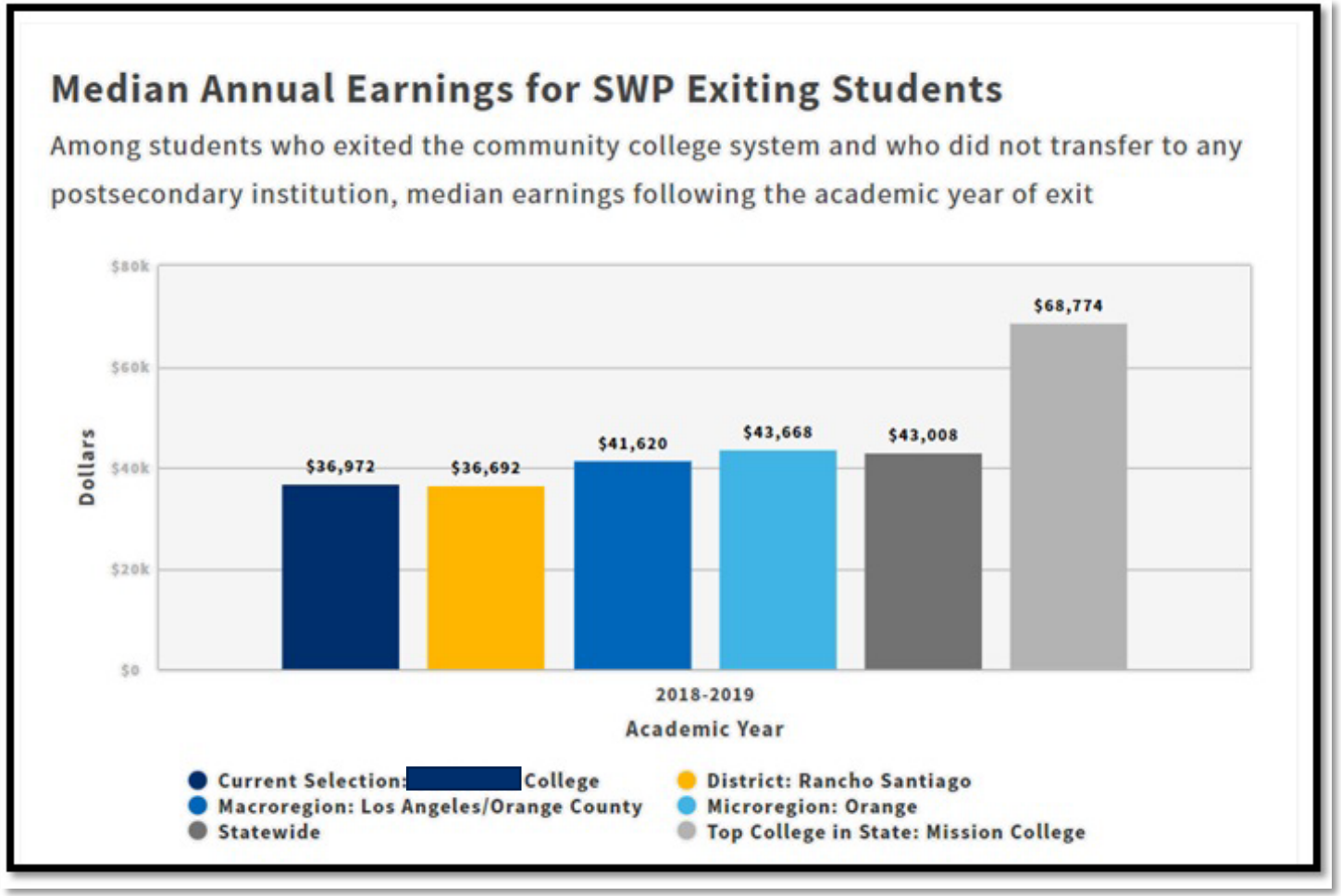
How does this compare across the district, region?

Your colleges' accounting students' median annual earning are

- About the same as the district
- lower than the region and the state.



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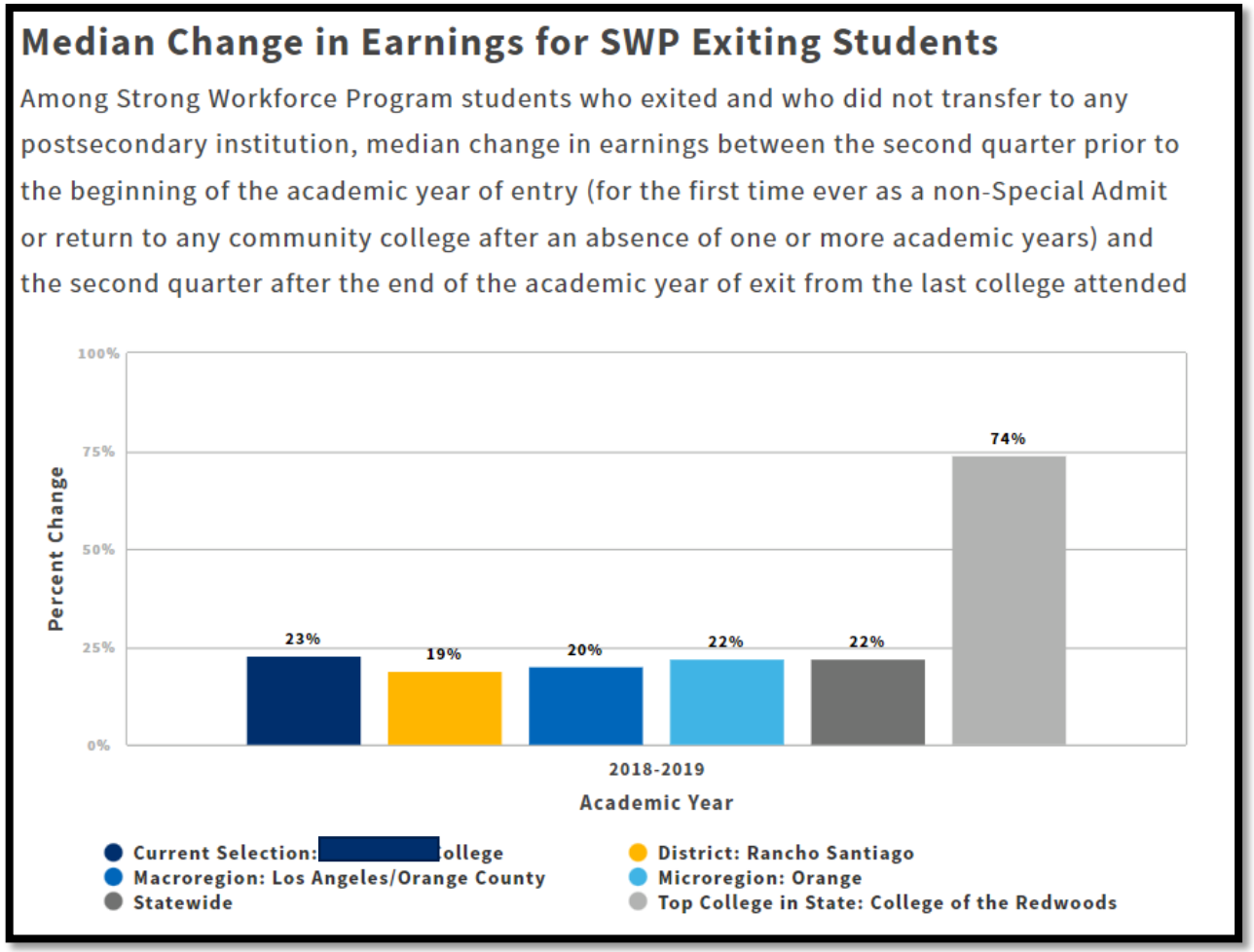
What is the median change in earnings for SWP students?

Your students had a **23%** median change in earnings

Higher than the median change that the rest of the district, region, and state



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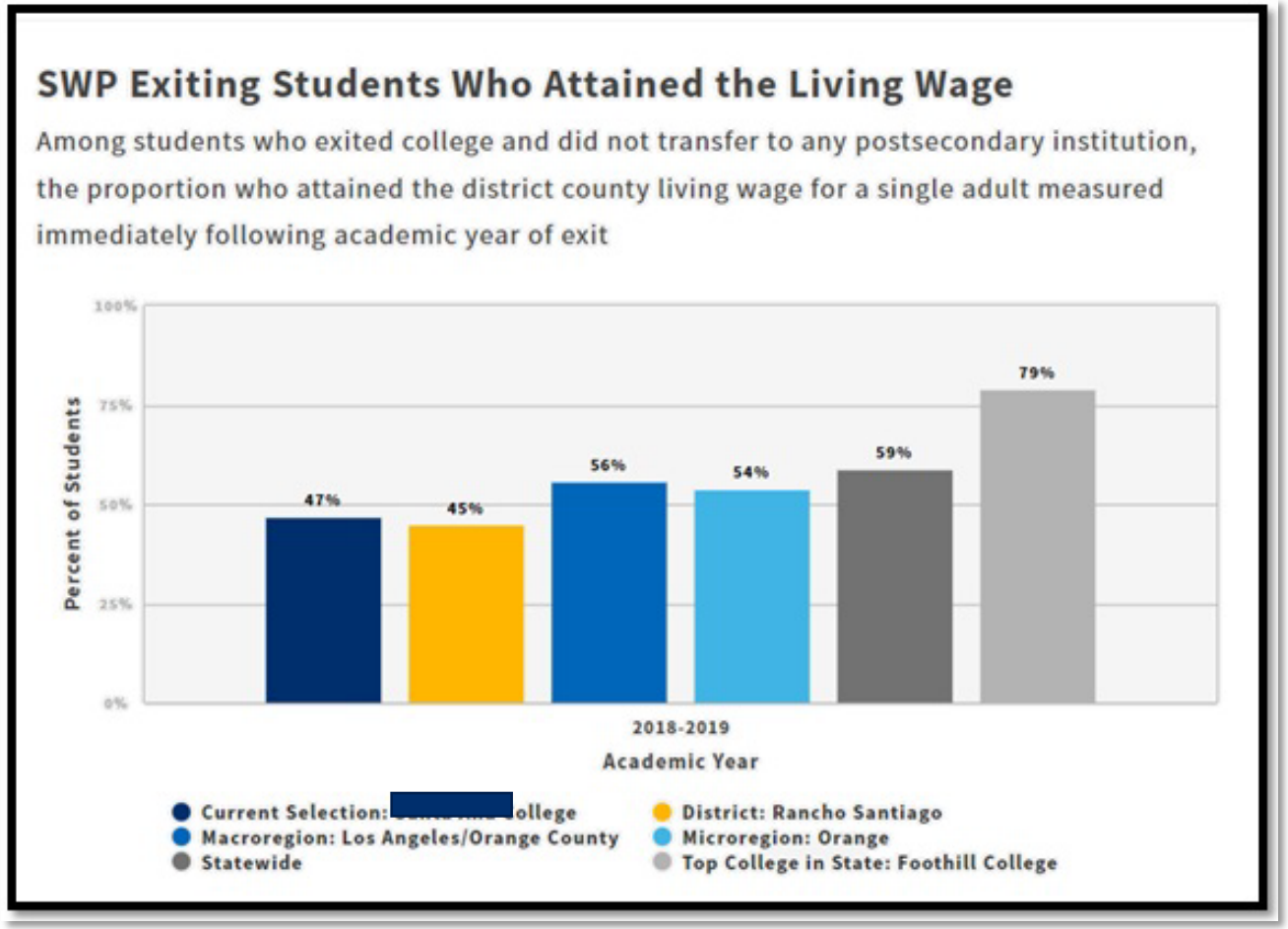
What percentage of your students attained the living wage?

47% of your exited students attained the living wage

Higher than the percentage in the district but lower in the region and statewide



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Program Review

Findings

- The median annual earnings for the 1,580 students who exited in 2018-2019 is **$36,972**
- Students had a **23%** median change in earnings
- **47%** of your exited students attained the living wage
- Your students' median change in earnings is higher than others in the region and state
- Your students' earnings and the percentage of students who earn a living wage is lower

What's next

- Use data to understand barriers students might facing on their pathway to a living wage job
- Understand what other colleges are doing that are leading to higher earnings outcomes
- Use this information to engage with employers and make changes within your program, such as:
  - Integrating connections to student support services to help students navigate barriers
  - Curricular changes to increase the marketability of your students
  - Industry partnerships to build relationships with higher-paying employers

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Identify and Address Equity Gaps

Scenario

As part of program review, you want to identify and address equity gaps within your program

Question

How do students' progress and outcomes vary by race/ethnicity?

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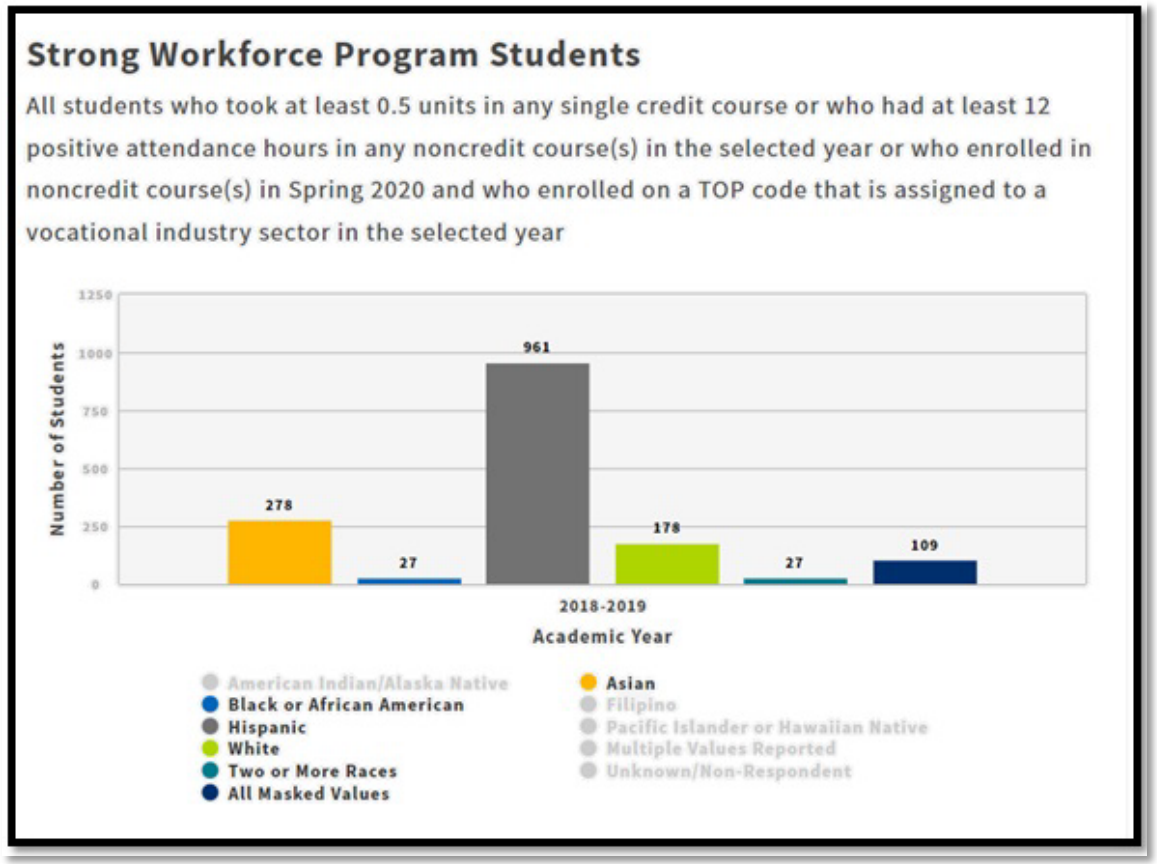
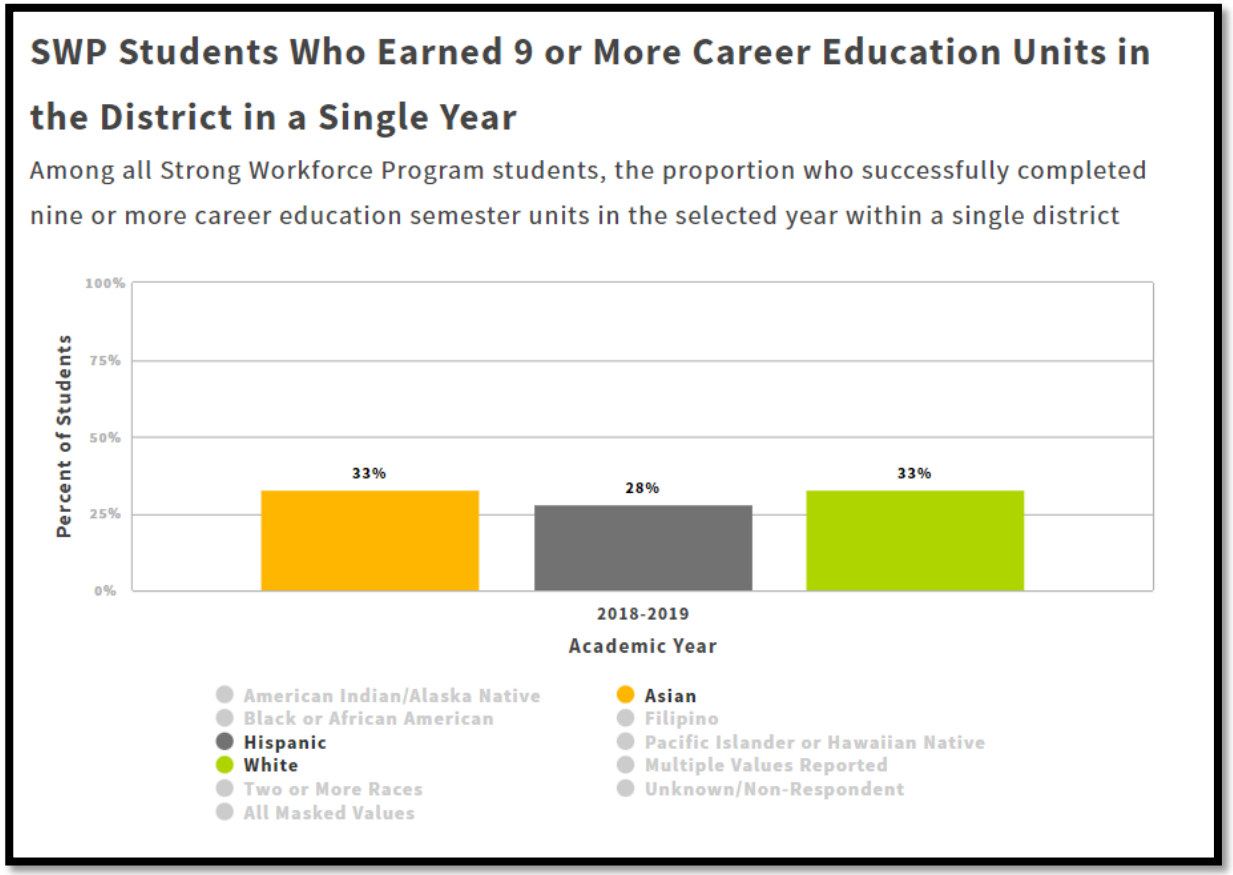
How do program milestones vary based on race/ethnicity?





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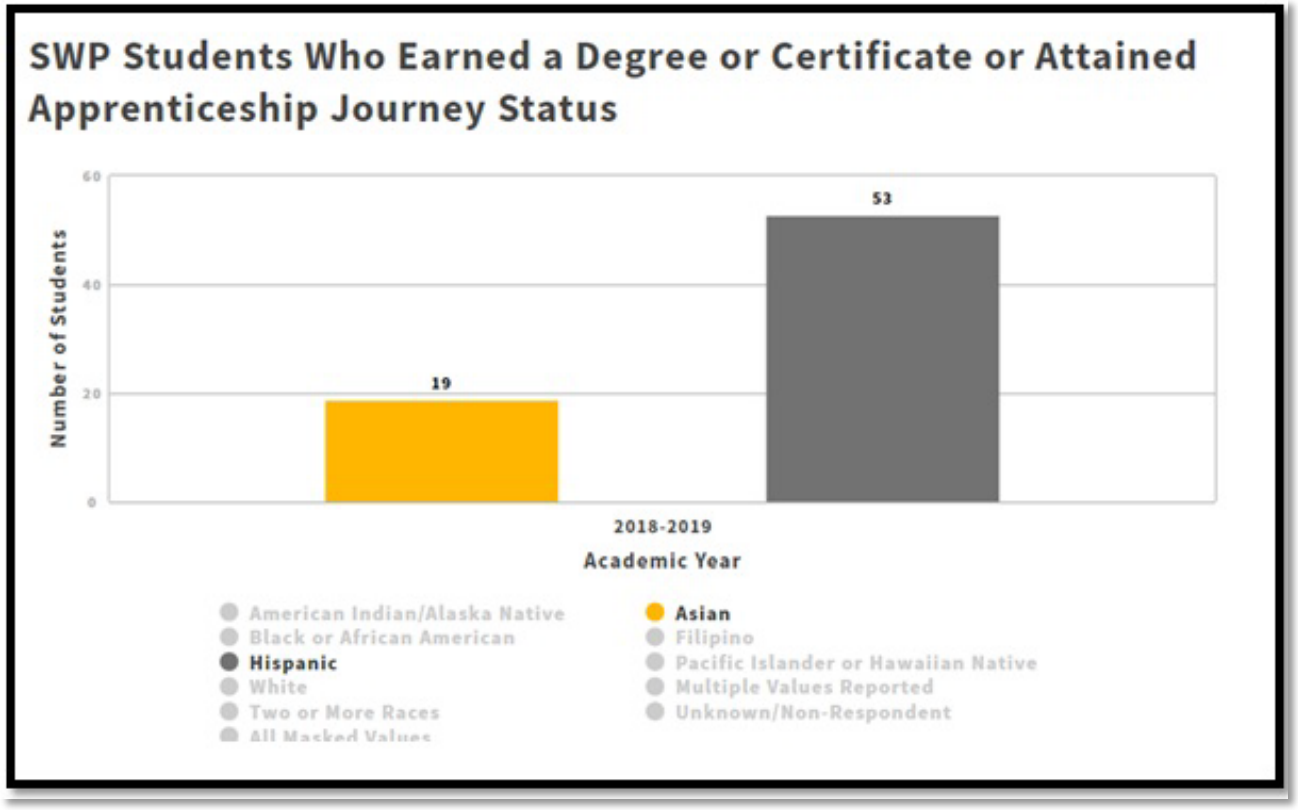
How do program outcomes vary based on race/ethnicity?

Percentage of students taking accounting courses who earned a degree, certificate, or apprenticeship journey status:

- 7% of Asian students
- 6% of Hispanic students
- Fewer than 10 White students (Masked data)



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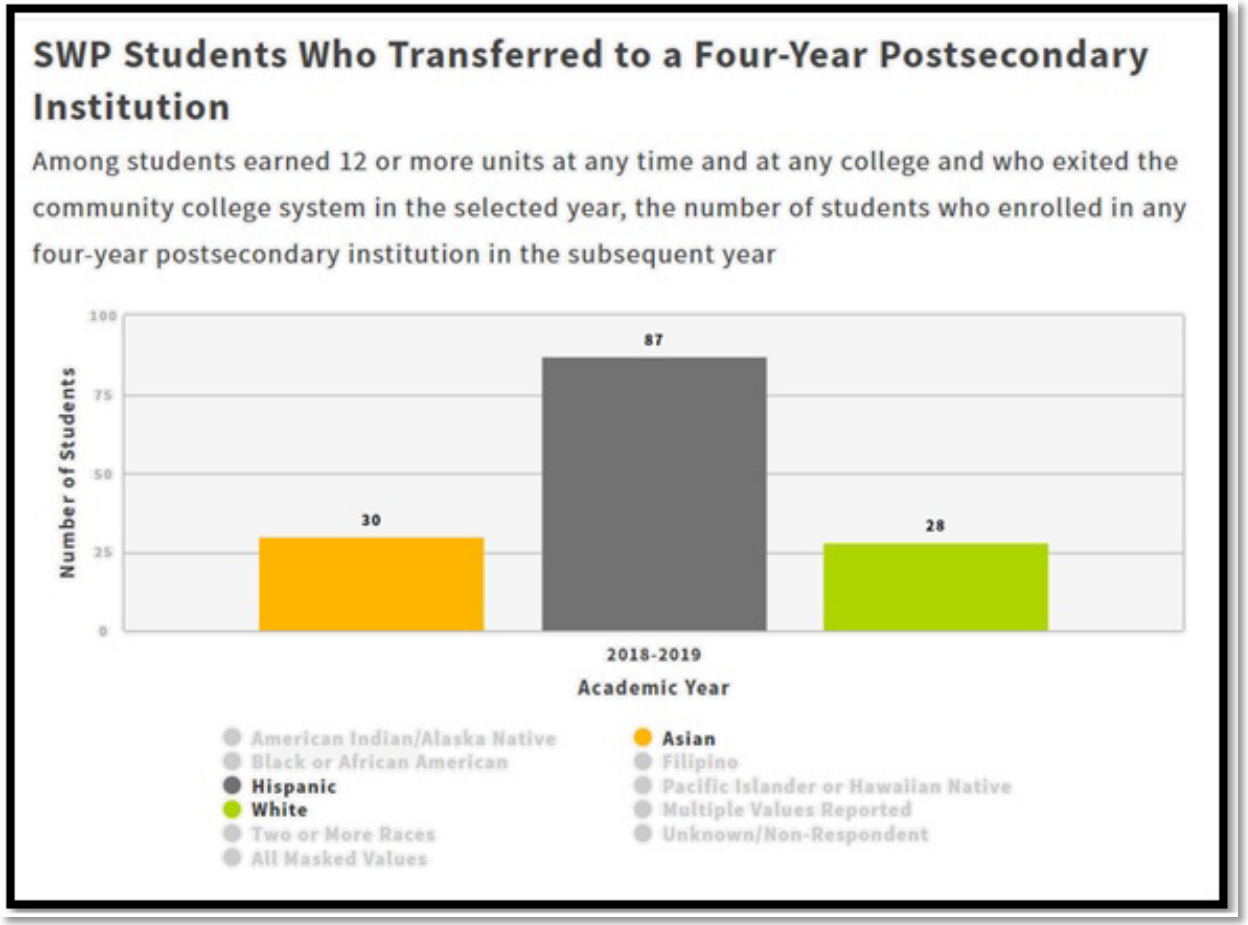
How do program outcomes vary based on race/ethnicity?

Percentage of students who transfer:

- 16% of White students
- 11% of Asian students
- 9% of Hispanic Students



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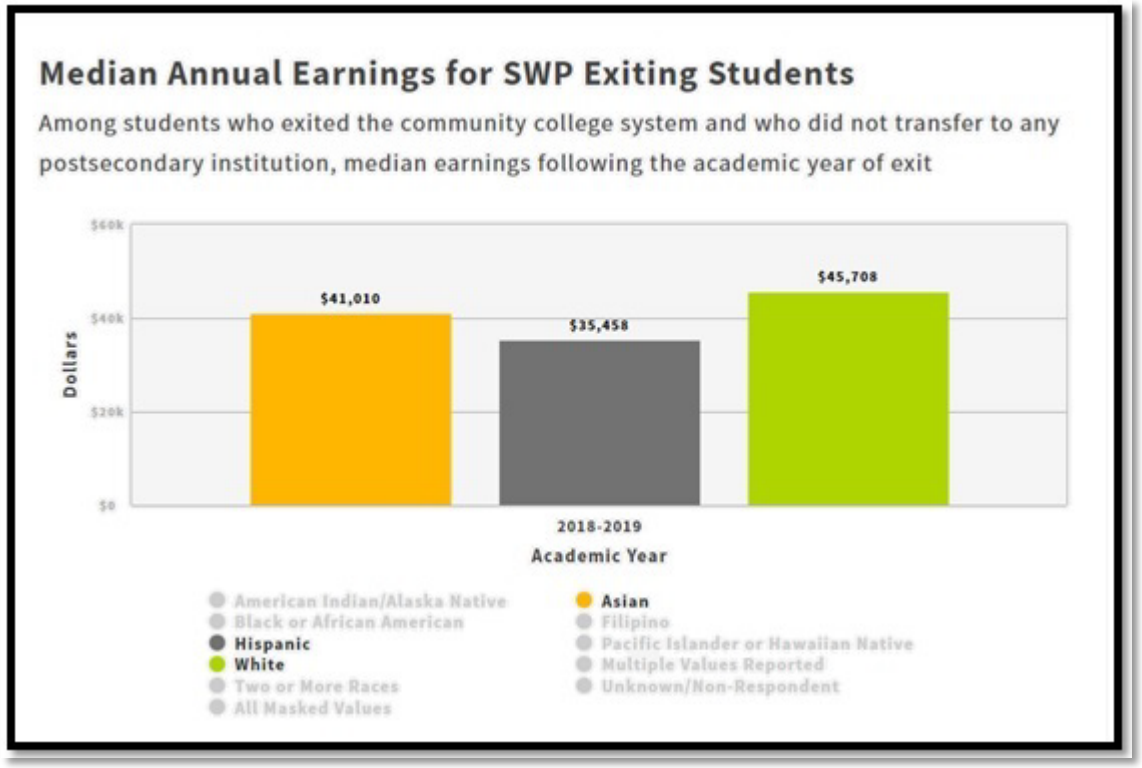
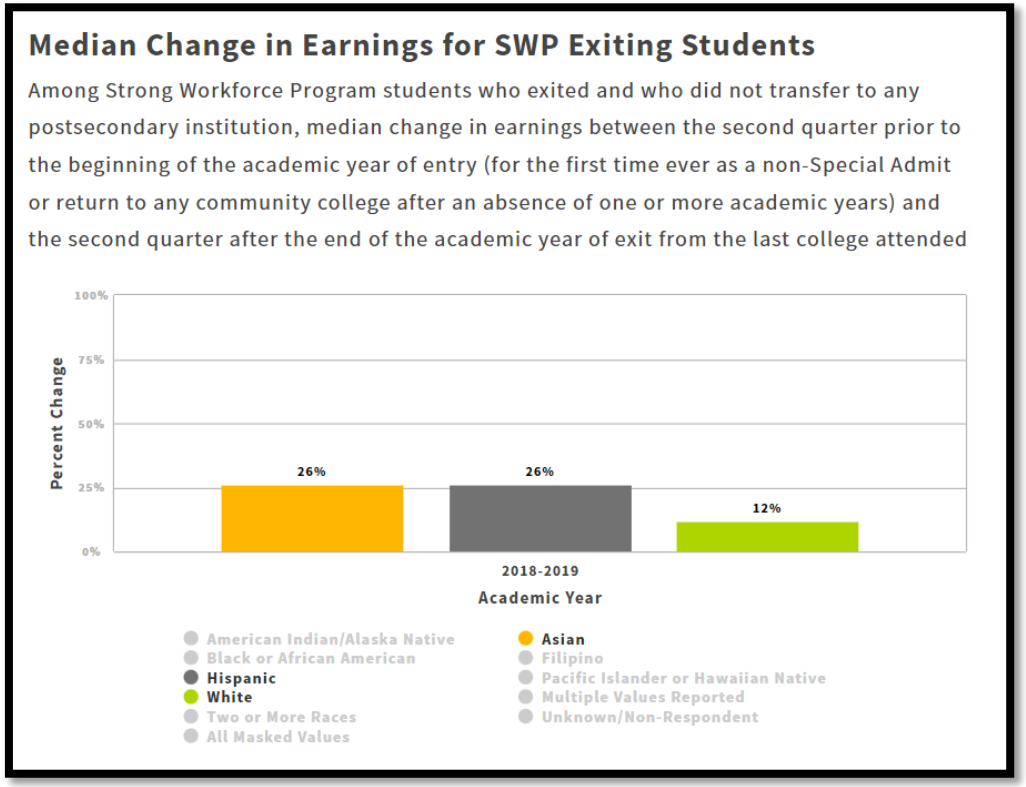
How do economic outcomes vary based on race/ethnicity?





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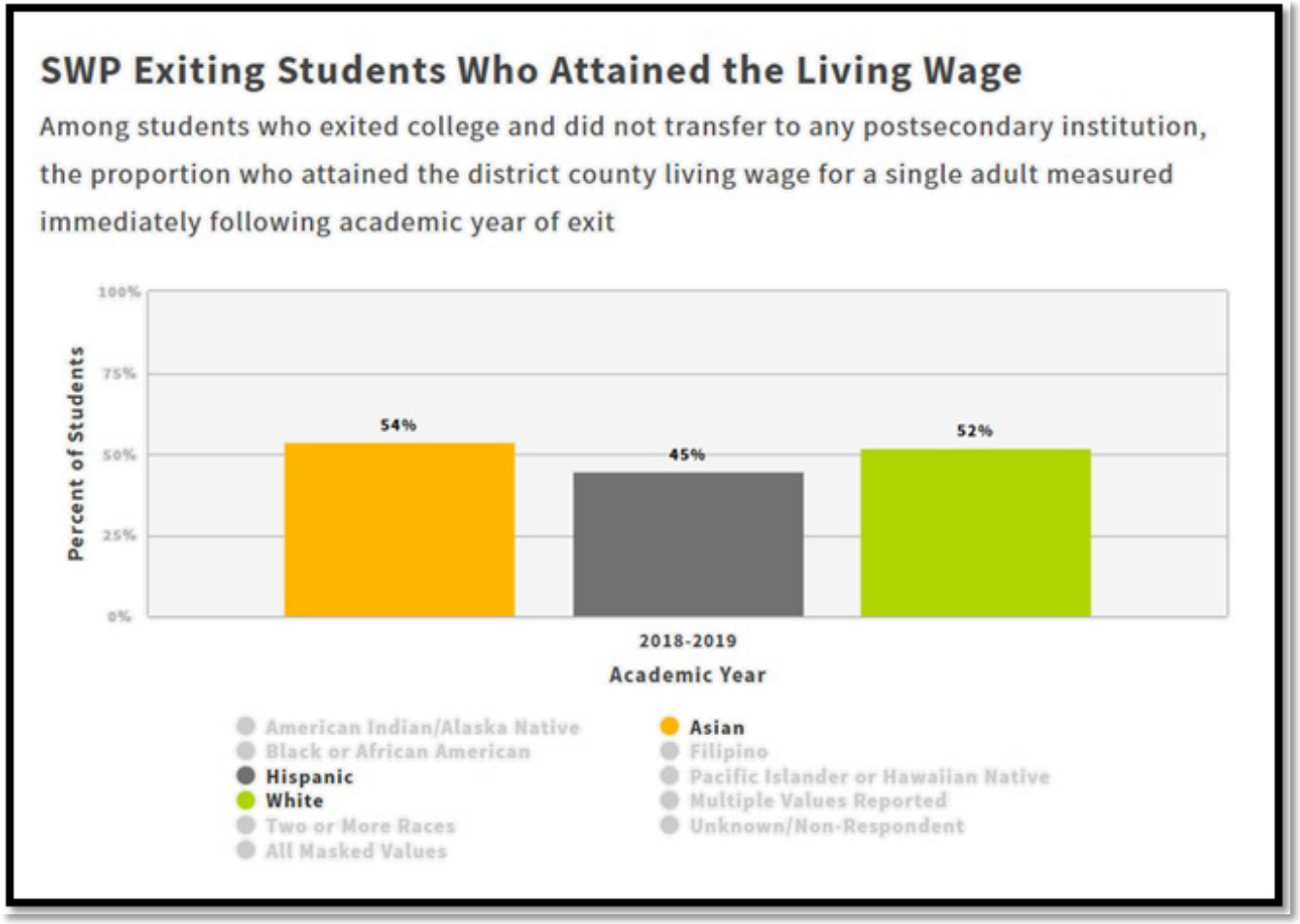
How do economic outcomes vary based on race/ethnicity?



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Identify and Address Equity Gaps

Findings

- The program serves very few Black or African American
- White students consistently experience the strongest program and earnings outcomes
- While the program is serving a large number of Hispanic students, those students are less likely to progress, transfer, or earn a living wage compared to white students

What's next

- Consider ways to increase recruitment of Black or African American students
- Interview students of color to understand the barriers they are facing within the program
- Use the LaunchBoard to identify the colleges in the districts with the smallest equity gaps and meet with practitioners to identify best practices
- Convene faculty and staff to identify short- and long-term curricula, policy, or student support changes that would close the gaps

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What this means for students

Strategic changes to programs that will result in more students enrolling in CTE programs, and then leaving their program able to **support themselves and their families in a fulfilling career**

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The Updates

Updates and changes in the latest release

SWP Dashboard Release for 2020-21

- Most recent year of data added:
  - Enrollment and Completion metrics updated for 2019-20
  - Transfer and Earnings metrics updated for 2018-19
  - Job in Field of Study from CTEOS updated for 2017-18
- Slight updates to User Interface:
  - Better alignment with Student Success Metrics (SSM) Dashboard
  - Consistent and clear messaging displayed for why data is missing

SWP Dashboard Release for 2020-21

- Changes to definitions for alignment with other dashboards (Student Success Metrics and Adult Education Pipeline)
  - **Underlying student definition:** updated to include special admits IF a student has a non-special admit enrollment in the selected academic year and to include students with any noncredit enrollment in Spring 2020
  - **Noncredit Workforce Milestone:** Updated to count students only at college where the outcome was achieved

SWP Dashboard Release for 2020-21

- Changes to definitions for alignment with Student Success Metrics
  - **Median Change in Earnings** was fixed to correctly calculate pre-wages
  - **All Earnings Metrics** were adjusted for inflation to 2020 wages
  - **Attained the Living Wage** has been updated to compare median annual earnings to 2020 living wages for a single adult

SWP Dashboard Release for 2020-21

All Resources have been updated

If you have any questions or feedback, please email launchboard@cccco.edu.

Click here to find out more about the data in the Strong Workforce Program Dashboard

- **Alignment of Strong Workforce Program Metrics to Other Initiatives**
- **Changes in Definitions on SWP Sept 2021**
- Interested in how the data is calculated? **See the Metric Definition Dictionary**
- Interested in learning more about Strong Workforce Program Incentive Funding? **See the FAQ for SWP Incentive Funding Sept 2021**
- Interested in learning more about the Job in Field of Study metric? **Job in Field of Study and Other CTE Outcome Survey Metrics**
- **Download this document to see which colleges are assigned to each region**
- Download either document to see which TOP codes are assigned to each sector in **WORD** or in **EXCEL**
- **Access the classic version of the Strong Workforce Program dashboard.** This dashboard displays metrics using definitions that existed prior to the development of the Student Success Metrics and is intended to provide historical information only.

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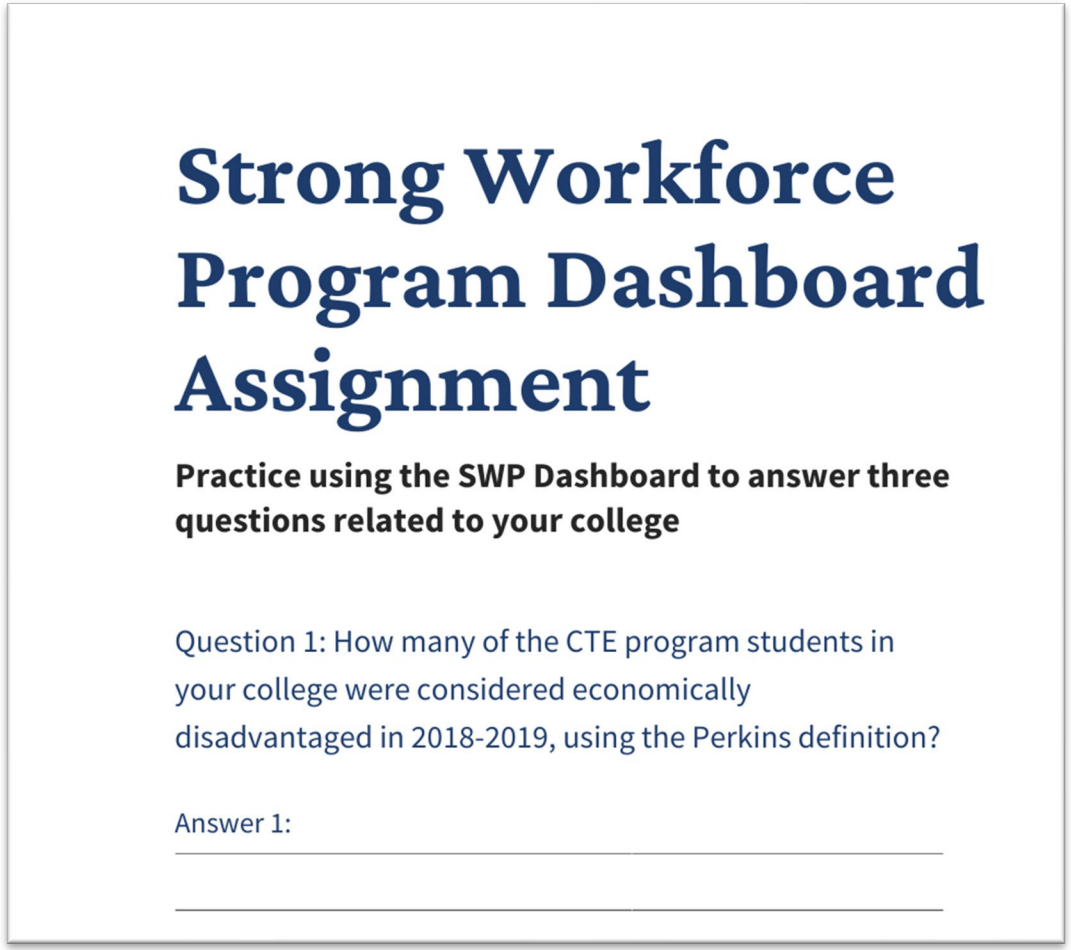
Up Next

An assignment & upcoming webinar

Your assignment

Practice using the LaunchBoard to answer three questions related to your college:

- How many CTE program students in your college were considered economically disadvantaged in 2018-2019?
- What percentage of CTE program students transferred in 2018-2019? What were the percentages for students of different races/ethnicities?
- In 2018-2019, what were the median annual earnings of CTE program students who identify as male? What were the earnings of students who identify as female?



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SWP Technical Webinar

Monday, October 18th from 11am to 12:30pm

- What is the purpose of the SWP Dashboard?
- What information is in the SWP?
- Why do these data matter?
- Where does the data come from?
- How do you find the information that you need?

Register here: https://bit.ly/SWP-Tech-Webinar_10-18

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Q&A

Give us your feedback!

Feedback survey link: https://bit.ly/SWP-Webinar_10-7_Survey

For any comments or questions: please email launchboard@cccco.edu

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Thank you!

www.cccco.edu

Appendix

Assignment Handout

Strong Workforce Program Dashboard Assignment

Practice using the SWP Dashboard to answer three questions related to your college

Question 1: How many of the CTE program students in your college were considered economically disadvantaged in 2018-2019, using the Perkins definition?

Answer 1:

Question 2: What percentage of CTE program students from your college transferred in 2018-2019? What were the percentages for students of different races/ethnicities?

Answer 2:

Question 3: In 2018-2019, what were the median annual earnings of CTE program students who identify as male? What were the earnings of students who identify as female?

Answer 3:

Answer Key

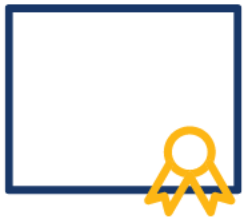
There are two options for checking your answers to the assignment

Option 1

Find answers for every program in this spreadsheet:

https://bit.ly/SWP_10-7_AnswerKey

Download the spreadsheet and filter by your college



Option 2

Join us for the Strong Workforce Program Technical Webinar on October 18th from 11am to 12:30pm

We'll demonstrate how to find each answer on the Strong Workforce Program Dashboard

Register here: https://bit.ly/SWP-Tech-Webinar_10-18

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