

U.S. Department of Labor
Employment and Training Administration

The Power of Data

**Improving Performance through the
Use of Data & Data Tools**



Overview



- **Public Data**

- Federal statistical agencies
- State and local workforce information

- **Analytical Tools & Customized Data Resources**

- DOL data information sources
- Policy institutes and other research organizations

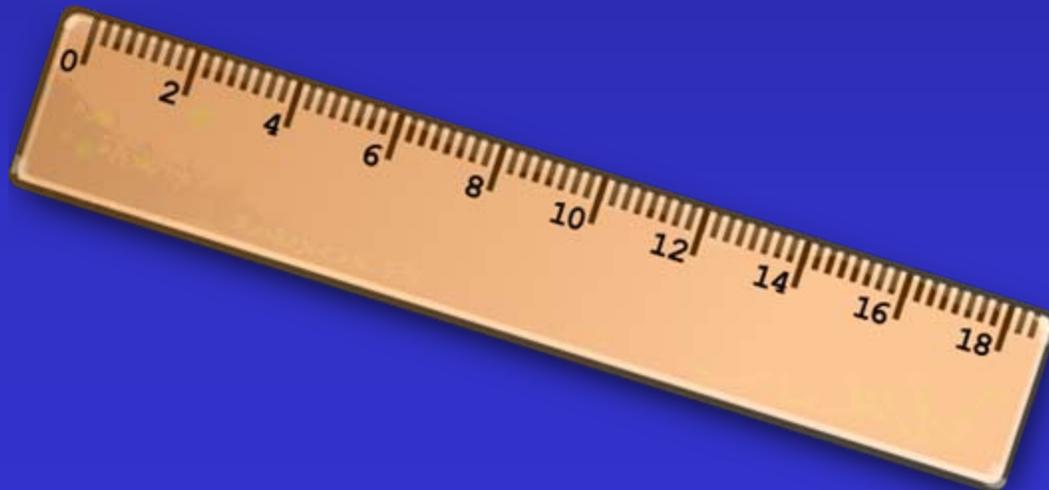
The Benefits of Data

- Using public and/or private sector information sources can help promote the workforce vision of your state or region by providing valuable insights into performance.



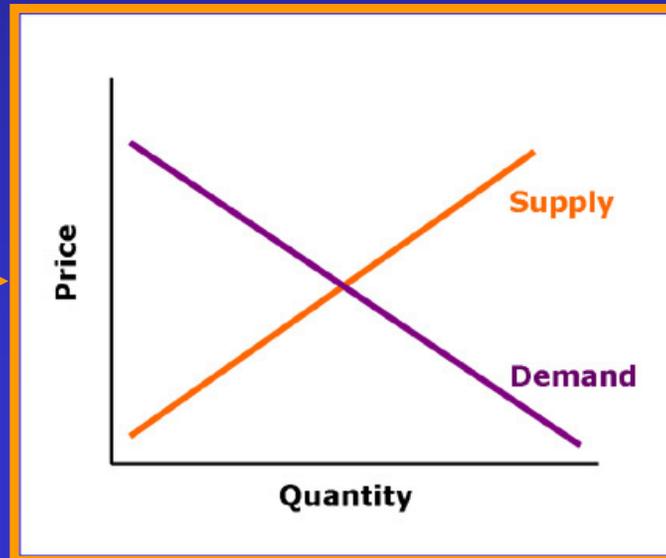
The Uses of Data

- Analyze clients served; create benchmarks
- Design performance planning strategies
- Leverage resources more effectively
- Increase positive outcomes for workers



Data Use Example

Data can help place WIA program participants in the most appropriate occupations or training programs based on actual supply and demand for workers in a particular industry.

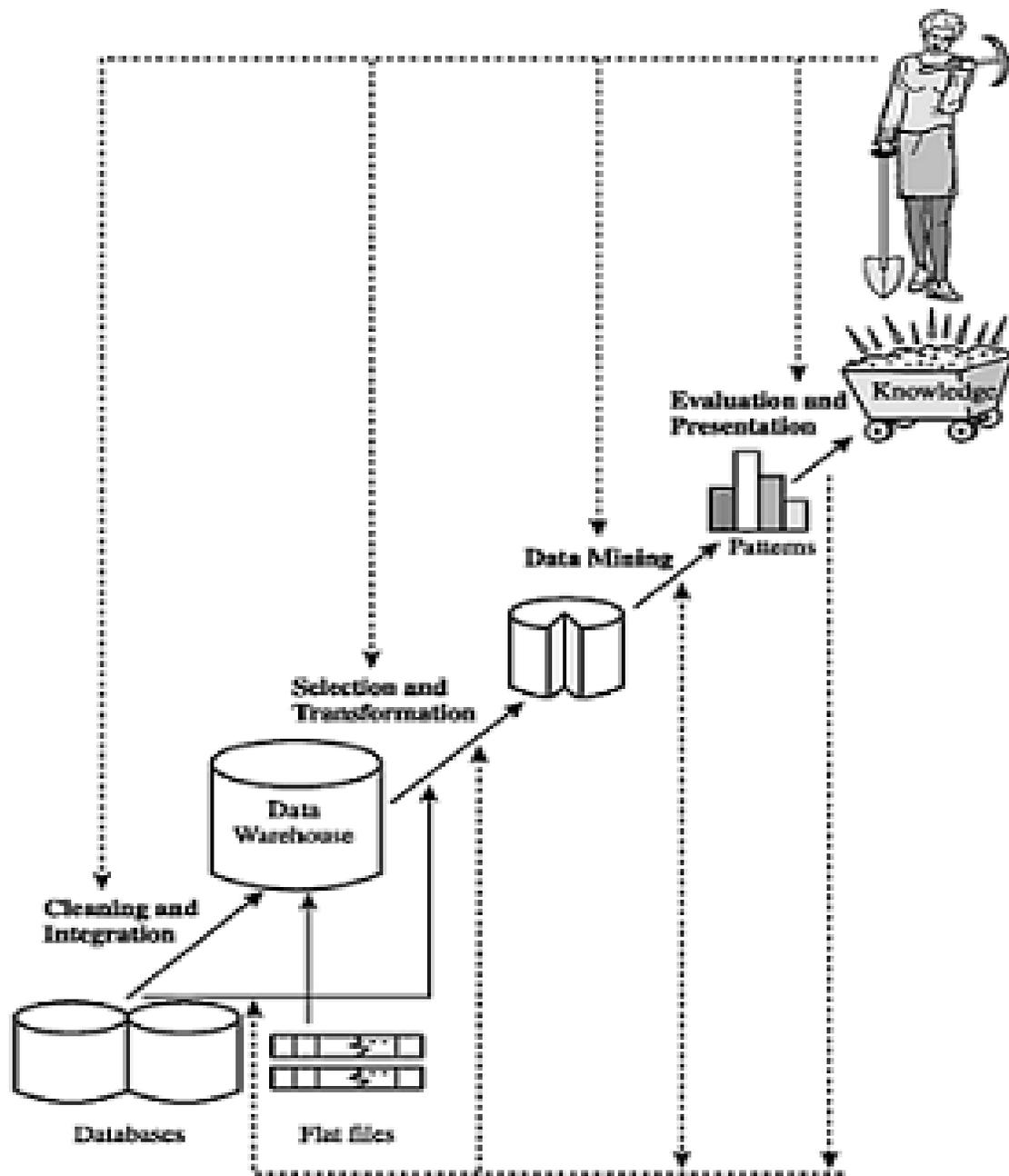




We are data rich, but information poor.

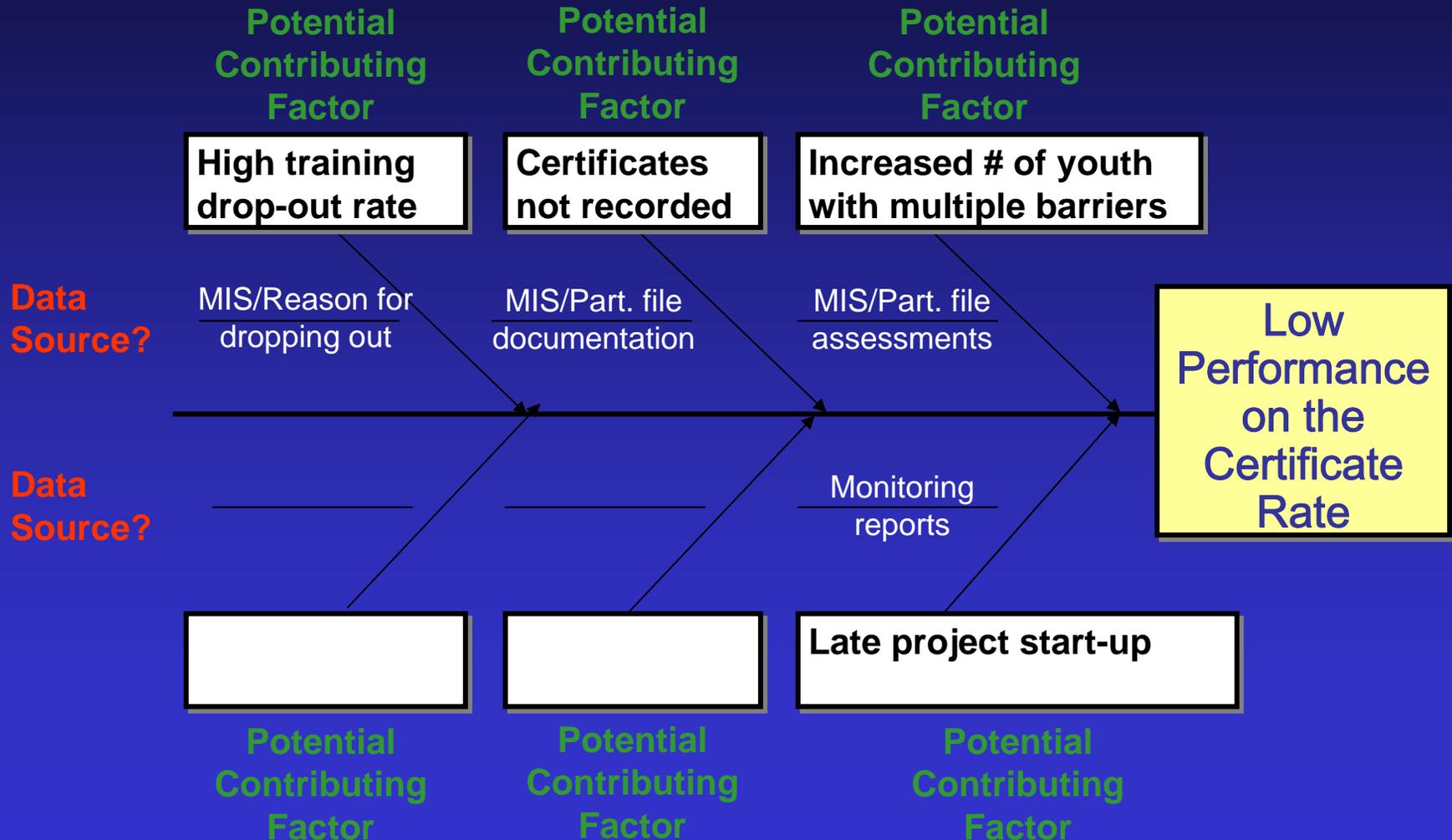


Data mining—searching for knowledge (interesting patterns) in your data.



Data mining as a step in the process of knowledge discovery.

Fishbone Diagram Example



Bureau of Labor Statistics



Bureau of Labor Statistics

- **Current Population Survey (CPS)**
- **Current Employment Statistics (CES)**
- **Quarterly Census of Employment and Wages (QCEW)**
- **Local Area Unemployment Statistics (LAUS)**
- **Occupational Employment Statistics (OES)**
- **Mass Layoff Statistics (MLS)**



Employment & Training Administration

- PY' 08 WIA Summary of Annual Performance Data

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.9%	69.6%	436,329
			626,539
Employment Retention Rate	83.9%	83.8%	362,992
			433,138
Average Earnings	\$11,011	\$13,575	\$4,785,527,210
			352,521
Employment and Credential Rate	67.6%	71.9%	31,632
			44,000

<http://www.doleta.gov/Performance/results/>

Employment & Training Administration

- Government Performance & Results Act (GPRA)

SUMMARY OF PERFORMANCE

Performance Goal 2A – Employment and Training Administration

Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Adult program.

WIA Adult Employment and Training Activities: Goal 2A	PY 2004		PY 2005		PY 2006		PY 2007		PY 2008	PY 2009
	Goal Achieved		Goal Achieved		Goal Not Achieved					
	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
1. Percent of participants employed in the first quarter after exit.	75%	77%	76%	77%	76%	70%	71%	RNA	73%	75%
2. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	85%	86%	81%	82.5%	82%	82%	83%	RNA	83%	84%
3. Average earnings in the second and third quarters after exit	\$3,300	\$3,746	\$3,400	\$4,081	\$11,000	\$11,870	\$12,045	RNA	\$12,165	\$12,290

Data Tool: O*Net OnLine

Occupation Information Network

Welcome to O*NET™ OnLine!

Making occupational information interactive and accessible for all...

What's New? Discover the [latest employment data](#).

➤ [Find Occupations](#)

Use keywords or O*NET-SOC codes, Job Families, In-Demand Industry Clusters, O*NET descriptors, Job Zones, STEM disciplines, or Career Clusters.

➤ [Crosswalk Search](#)

Enter a code or title from the CIP, MOC, RAPIDS, DOT, or SOC to find matching O*NET-SOC occupations.

➤ [Skills Search](#)

Use a list of your skills to find matching O*NET-SOC occupations.

➤ [Tools & Technology Search](#)

Use tools and technology to find high demand occupations. Learn about related skills important to employers and educators.

Data Tool: O*Net OnLine

Possible use of O*Net data:

Find out which industries are growing, the projected need for workers, along with detailed information about occupations.



Data Tool: America's Career InfoNet

- Occupational information
- Industry information
- State information
 - **Career information delivery systems**
 - **Career resource network sites**
 - **State employment trends**
 - **Links to state LMI offices**



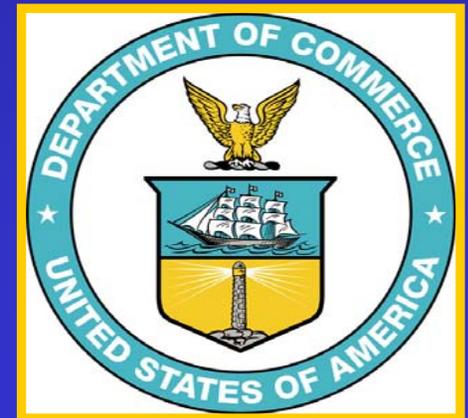
Data Tool: CareerOneStop Portal

- Besides job and resume information, provides state LMI data on:
 - Fastest-growing occupations
 - Occupations with the most openings
 - Occupations with the largest employment
 - Occupations with declining employment
 - Highest-paying occupations
 - Requiring only work experience or on-the-job training
 - Requiring post-secondary training
 - Requiring a bachelor's degree or higher



U.S. Department of Commerce

- Bureau of Economic Analysis (BEA)
- Census Bureau
- Survey of Income and Program Participation
- Local Employment Dynamics (LED)
 - Quarterly Workforce Indicators (QWIs)
 - Industry Focus



Data Tool: Census Bureau/LED: Quarterly Workforce Indicators

QWI Online [NAICS]

LEHD State of Wisconsin County Reports - Quarterly Workforce Indicators

Select Criteria below. A new report will be created below as selections change.

Year Geographic Grouping or [Information by Detailed Industry](#)
 Quarter County
 Sex Industry
 AgeGroup Ownership

 [Download Dataset](#)
  [Print Table](#)

QWI Quick Facts	Adams (Q1)	Adams (Avg:Selected + 3 Prior qtrs)	Wisconsin (Q1)	Wisconsin (Avg:Selected + 3 Prior qtrs)
 Total Employment	4,823	5,513	2,702,009	2,748,691
 Net Job Flows	-81	21	-13,960	5,808
 Job Creation	135	435	105,799	132,652
 New Hires	391	868	288,955	362,927
 Separations	599	1,174	370,754	447,578
 Turnover	7.1%	9.6%	7.9%	8.4%
 Avg Monthly Earnings	\$2,641.00	\$2,558.50	\$3,368.00	\$3,314.25
 Avg New Hire Earnings	\$1,479.00	\$1,428.25	\$1,765.00	\$1,897.75

 [View Detailed Comparison Reports](#)

[For more information](#)

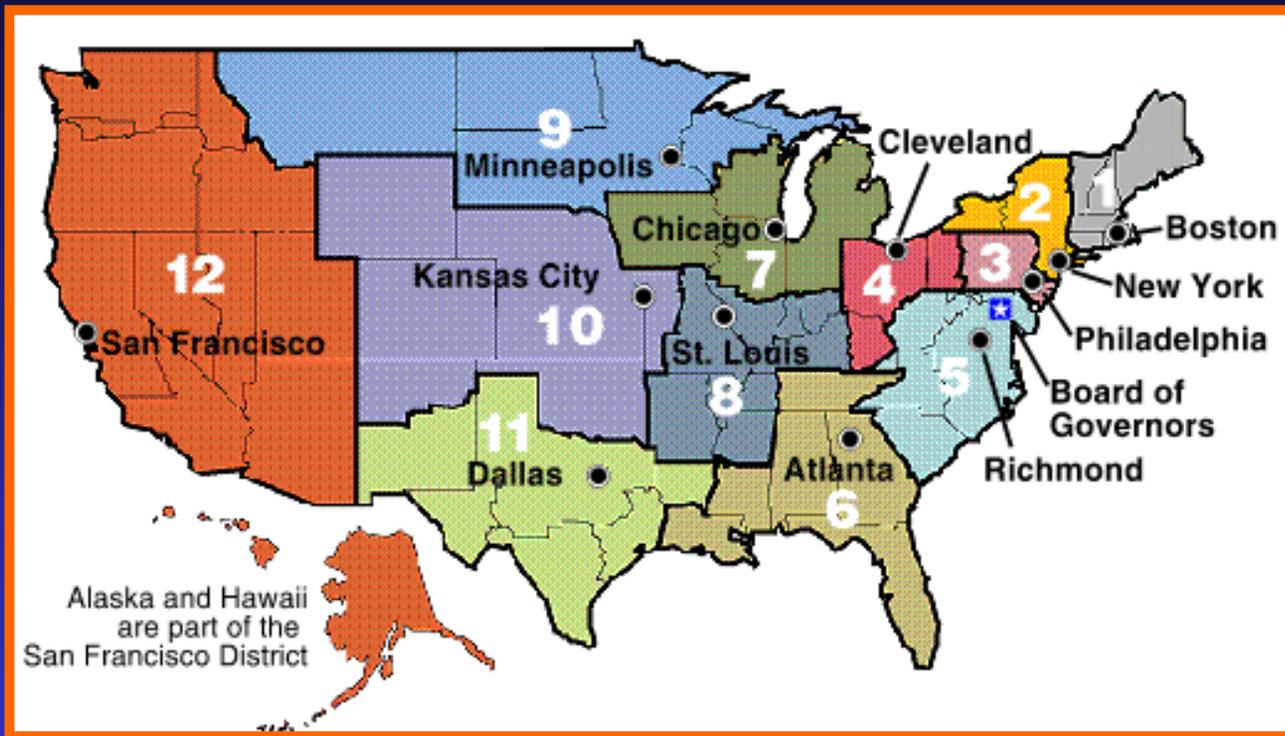
Census Bureau: Industry Focus

Possible use of QWI & Industry Focus data:

Examine an industry in your state, county, or city to determine if its level of turnover impacts employment retention rates in WIA programs.



Federal Reserve District Banks



Utilizing financial studies
and regional economics analysis
for performance decisions.

Data Tool: Fedstats

- Covers over 100 different federal agencies

FEDSTATS

Celebrating over 10 years of making statistics from more than 100 agencies available to citizens everywhere

Links to statistics

- ★ **Topic Links - A To Z** - Direct access to statistical data on topics of your choice.
- ★ **MapStats** - Statistical profiles of States, counties, cities, Congressional Districts, and Federal judicial districts.
- ★ **Statistics By Geography From U.S. Agencies** -- International comparisons, national, State, county, and local.
- ★ **Statistical Reference Shelf** - Published collections of statistics available online including the Statistical Abstract of the United States.
- ★ **Search** across agency websites.

Links to statistical agencies

- ★ **Agencies Listed Alphabetically** with descriptions of the statistics they provide and links to their websites, contact information, and key statistics.
- ★ **Agencies by subject** - Select a subject:
- ★ **Press Releases** - The latest news and announcements from individual agencies.
- ★ **Kids' Pages** on agency websites.
- ★ **Data Access Tools** - Selected agency online databases.

Additional Links to other statistical sites and general government locator sites.

Federal Statistical Policy - Budget documents, working papers, and Federal Register notices.

Data Tool: Economic Modeling Services Inc. (EMSI)

Example: Economic impact report

EMSI Home Economic Forecaster Economic Impact Career Pathways Educational Analyst EMSI GIS

MN All Counties Search Help

Run Industry Scenario Report

[Back](#)

Executive Summary

Industries Modified
Monetary authorities - central bank (521110)

Description	
Year	2007
Jobs Change	-609
Earnings Change (in thousands)	\$-25,479
Earnings/Worker Change	\$0.93
Sales Multiplier	1.83
Jobs Multiplier	2.44
Earnings Multiplier	2.25

Source: EMSI Complete Employment - Fall 2008

Largest Impacts

Most Impacted (Jobs)

NAICS Code	Description	Change
521110	Monetary authorities - central bank	-250
930000	Local government	-28
722110	Full-service restaurants	-15
722211	Limited-service restaurants	-12

Data Tool: Global Insight

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- Monitor investment opportunities

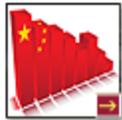


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RELATED HIGHLIGHTS



DataInsight Training Sessions



30 Jul 08
New Comprehensive China Database for Worldwide

PERSPECTIVES

28 Apr 06
Key Data Releases for Week of 1 May

21 Apr 06
Key Data Releases for Week of 24 April

Data Tool: Workforce Information Database

Possible use of WID data:

Compare wages for specific occupations across counties and metropolitan areas whether entry level, some experience, or highly experienced.



Data Tool: The Employer Database



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How The Data Is
Compiled

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Employer Database

Used by workforce development agencies across the country to help job seekers find jobs.

The Employer Database, designed by the U.S. Department of Labor, is the gateway to every U.S. employer. Instead of being one-step behind the printed want ads, we suggest you wade through potential employers and tailor the lists of possible employers to fit your needs, your city, and your goals — and do it in seconds.

Nationwide, thousands of job centers, government agencies, and universities already use this unique tool every day to communicate with businesses and executives, research local and national job markets, and locate jobs within their own communities.

What the Employer Database can do for you

- Learn all you can about a specific company
- Search by company size and tailor the search to your geographical area
- Select a broad category of employers by SIC Code
- Expand your search to a multi-state region or focus onto a specific metropolitan ZIP Code
- Find aggressive companies with a large sales volume
- Augment your search with the hiring-executive's name, address, and phone number
- Go directly to the headquarters or find a convenient branch
- Separate publicly-owned from privately-owned companies

For a free on-line demonstration of our database, contact us at (800) 555-5211 or Government@infoUSA.com. © 2009 infoUSA Inc. All Rights Reserved.

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April 2009 issue - [Employment Research](#)

Included in the latest issue are

- [Health Insurance Tax Credits and Health Insurance Coverage of Low-Income Single Mothers](#), by Merve Cebi and Stephen A. Woodbury
 - [Women, Work, and Welfare Reform](#), by Kristin S. Seefeldt
 - [Mass Privatization and Mortality: Is Job Loss the Link?](#), by John S. Earle
- [Contact us](#) if you'd like a free subscription.



New - [The Power of a Promise: Education and Economic Renewal in Kalamazoo](#), Michelle Miller-Adams

In the first comprehensive account of the Kalamazoo Promise, Michelle Miller-Adams addresses both the potential and challenges inherent in place-based universal scholarship programs and explains why this unprecedented experiment in education-based economic renewal is being emulated by scores of cities and towns around the nation.

[Read more.](#) | [Read the first chapter.](#)

[Recent Upjohn Institute Working Papers](#)

- [Retiree Health Benefits and the Decision to Retire](#), James Marton and Stephen A. Woodbury
- [How Do the Effects of Local Growth on Employment Rates Vary With Initial Labor Market Conditions](#), Timothy J. Bartik
- [Economic Development Benefits of Preschool Expansion in Kalamazoo County](#), Timothy J. Bartik
- [Lessons Learned from a State-Funded Workplace Literacy Program](#), Kevin Hollenbeck and Bridget Timmeney

See a list of all [Working Papers](#).

Ways to Assess Performance

Comparisons of negotiated or expected levels of performance with actual levels is only one way to assess performance.

Also consider...

- Before vs. after program comparisons
- Time trend projection or pre-program data vs. actual and post-program data
- Comparisons with similar programs

Workforce Investment Act (WIA) DataMart



U.S. Department of Labor
Employment and Training Administration

Data Warehouse Portal

[Close Window](#)

Workforce Investment Act (WIA) DataMart

Overview

Documentation

Overview

Analyze by Report Date

- Participant level data per Report Date
- Latest data per SPRA
- Slice and dice data based on official published Report Date

>> [Analyze by Report Date](#)

Analyze by Exit Date

- Participant level data per Exit Date
- Slice and dice data on whole groups based on Exit Date

>> Coming Soon...

Service Information

September 2, 2009

Combined "Older Youth" and "Younger Youth" data in to one Youth program name.

August 26, 2009

Published Literacy and Numeracy Gains outcomes report under the Outcomes tab.

August 10, 2009

Published Received Disaster Relief Assistance outcomes report under the Outcomes tab.

Source: FY 2007 Workforce Investment Act Standardized Record Data files

What's Involved in Analyzing Results?

- Review reports summarizing performance on the common measures, other federal measures, and/or project-specific measures
- Talk to staff and others with first-hand knowledge of the program and its operation
- Generate questions related to the logic of the program design and current environment
- Develop a list of performance issues

Communicating Results

- Written report
- Data book
- Flyer
- Formal oral presentation
- Round table with partners/stakeholders
- Poster
- Web site



Whatever Delivery Strategy You Choose:

- Link findings to the program's outputs and desired outcomes
- Include successes and challenges
- Support your claims with data
- Acknowledge knowledge gaps



Conclusion

By using a combination of public data from federal, state and local sources in conjunction with available private sources, policy makers and workforce professionals can make better informed decisions, which can positively impact performance outcomes.

Questions & Comments?

Websites

- Bureau of Labor Statistics
 - <http://www.bls.gov/cps/>
 - <http://www.bls.gov/ces/>
 - <http://www.bls.gov/qcew/>
 - <http://www.bls.gov/lau/>
 - <http://www.bls.gov/oes/>
 - <http://www.bls.gov/mls/>
- ETA
 - http://www.doleta.gov/Performance/results/wia_national_performance.cfm
 - <http://www.doleta.gov/Performance/goals/qpra.cfm>
 - <http://www.acinet.org/acinet/>
- O*Net OnLine
 - <http://online.onetcenter.org/>
- CareerInfoNet
 - <http://www.acinet.org/acinet/>
- CareerOneStop Portal
 - www.careeronestop.org/workforce/

Websites

- US Department of Commerce
 - <http://www.commerce.gov/>
 - <http://www.bea.gov/>
 - <http://www.bea.gov/regional/index.htm#gsp>
 - <http://lehd.did.census.gov/led/datatools/datatools.html>
 - <http://lehd.did.census.gov/led/datatools/qwiapp.html>
- Federal Reserve District Banks
 - <http://www.federalreserve.gov/OTHERFRB.HTM>
- Fedstats
 - <http://www.fedstats.gov/>
- EMSI
 - <http://www.economicmodeling.com/>
- Global Insight
 - <http://www.economicmodeling.com/>
- Labor Market Information Training Institute & WID
 - <http://www.lmi-net.org/>
 - <http://www.almisdb.org/>
- Employer Database
 - <http://www.infousa.gov.com/employer.asp>
- Projections Workgroup
 - <http://dev.projectionscentral.com/>
- Upjohn Institute
 - <http://www.upjohninst.org/>
- Federal Research & Evaluation Database
 - <http://www.fred-info.org>