

CWICstats

Chicago Workforce Data & Research Initiative

Heartland Conference Presentation

April 8, 2010

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ChapinHall at the University of Chicago
Policy research that benefits children, families, and their communities



CHICAGO WORKFORCE
INVESTMENT COUNCIL

Presentation Overview

- ✓ Introduction to CWIC
- ✓ What is *CWICstats*?
- ✓ Data linkages & partnerships
- ✓ Research activities
 - ✓ Dashboard of workforce indicators
 - ✓ Benchmarking report of program performance
 - ✓ Initial research studies

Overview of the Chicago Workforce Investment Council (CWIC)



CWIC was created in 2009 to continue work begun in the Mayor's Office through "Chicago LEADS"

Mission:

To ensure that Chicago has a skilled and educated workforce to keep our businesses, economy, communities, and families thriving

We accomplish this mission by monitoring over \$350M in annual workforce investments and coordinating resources to maximize our return on that investment.

Maximizing ROI in 3 City agencies that make up our public workforce system

System

Chicago Public Schools

City Colleges of Chicago

Dept of Family and Support Services

Examples of Projects Underway

- ✓ Assisting Chicago Public Schools to increase the number of paid, private sector internships their Career and Technical Education (CTE) students receive from 1,000 last year to 7,000 by 2020
- ✓ Developing a Career Academy incubation team to ensure that our new Career Academies meet the highest possible standards
- ✓ Assisting City Colleges identify and eliminate programs with low enrollment and lack of connection to employment
- ✓ Instituting regular monitoring of performance outcomes for the 3 agencies through *CWICstats*



CWIC continues to address skill shortages in Chicago's major industries

Businesses

Large Employers:
Sector Approach

Small to mid-sized
Employers: Growth
and Retention
Strategies

Examples of Projects Underway

- ✓ Increasing the number of nursing seats available in schools, and improving nursing school retention, while supporting the movement of incumbent workers from non-clinical to clinical positions
- ✓ Instituting a “faucet” strategy to meet TDL hiring needs
- ✓ Monitoring demand to set appropriate expectations for green jobs, influencing policy to increase access to those jobs for women and minorities, and bringing resources to bear to ensure programming is successful

CWIC is developing a strategy to prepare residents for workforce success in a new economy



Residents

Low Skill
Middle Skill

CWIC will develop a data-driven strategy to help increase the number of residents with a high school diploma and a relevant 2nd piece of paper

Community-based organizations, Foundations, advocacy groups will participate in designing and implementing this citywide effort

ChapinHall

Overview of Chapin Hall

Chapin Hall at the University of Chicago is an independent policy research center whose mission is to build knowledge that improves policies and programs for children and youth, families, and their communities.

What is *CWICstats*?

***CWICstats* ...**

- is a workforce development research and data initiative at Chapin Hall at the University of Chicago.
- collects, analyzes, and disseminates information on the performance of Chicago workforce development programs.
- conducts research to help answer key workforce policy questions.
- supports the Chicago Workforce Investment Council (CWIC) by providing information to help them make decisions regarding workforce policy in Chicago.

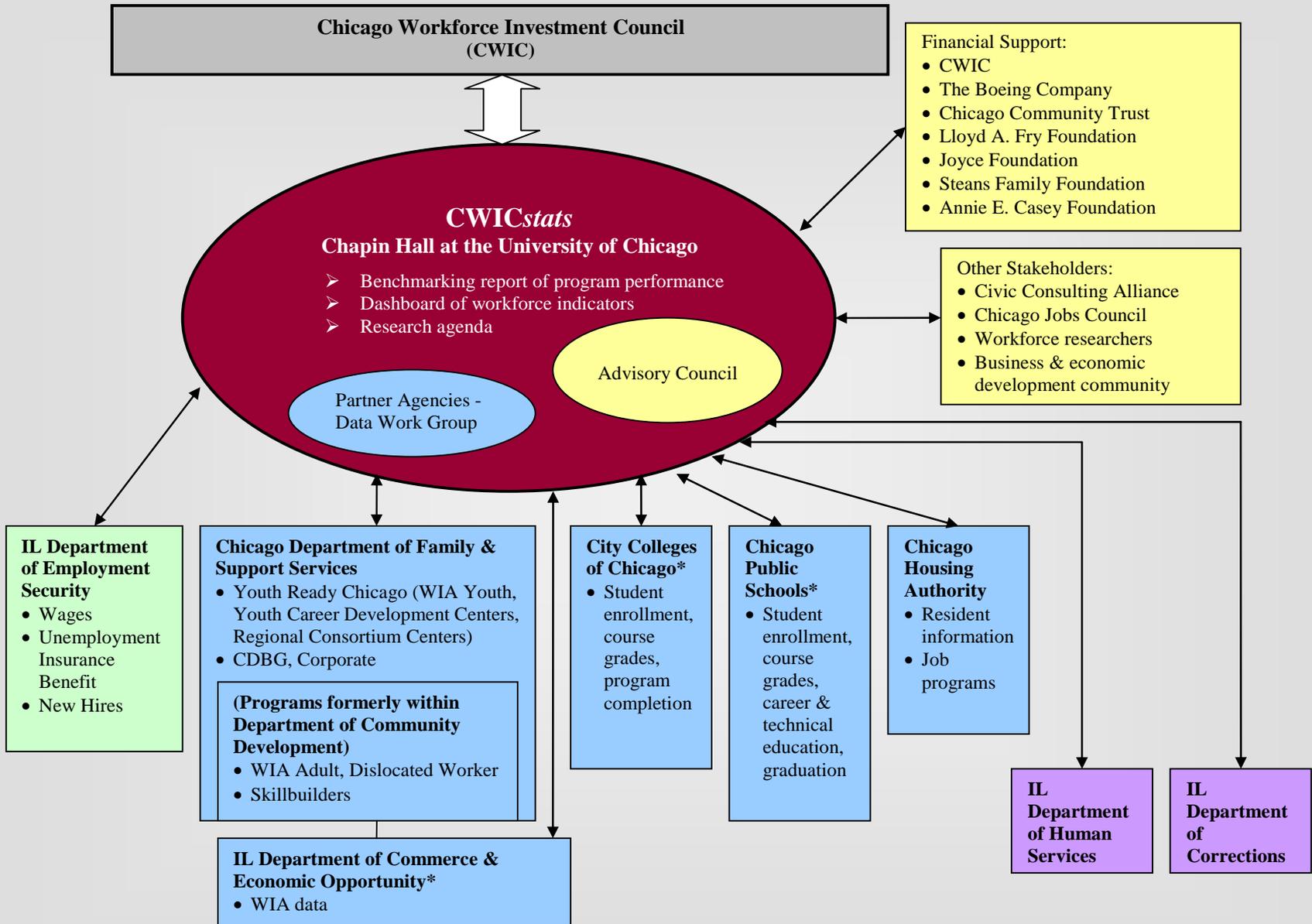
Need for *CWICstats*

- Chicago has a diverse and complex workforce development system
- Need for consolidated information across agencies and programs to inform:
 - Chicago Workforce Investment Council (CWIC)
 - Workforce policymakers and program administrators
 - Workforce program providers
 - Foundations supporting workforce programs
 - Other workforce stakeholders, including businesses and residents

CWIC*stats* Data & Partnerships

CWIC*stats* Data Linkages

- CWIC*stats* matches administrative program data from city/state public agencies to individual employment and wage data
 - Chicago Public Schools
 - City Colleges of Chicago
 - Chicago Department of Family & Support Services
 - Chicago Housing Authority
 - Illinois Department of Commerce & Economic Opportunity
 - Illinois Department of Employment Security
- Provides unique opportunity for research on individuals' employment and training experiences before, during, and after program involvement



* Data sharing agreements have been obtained with these agencies.

Important Elements of Partnerships

- **Work collaboratively** with agency & stakeholder partners
 - Understand information & research needs of partners
 - Research activities focus on meeting partners' needs for policy & decision-making
 - Bring partners to the table – advisory council & agency partner group
- Establish **data sharing** process
 - Jointly-develop legal data sharing agreement
 - Facilitate secure transfer of data files
 - Work with agency to ensure proper use & interpretation of data
- **Allow time** for these relationships and process to develop
- **Share research** with stakeholders and agencies in variety of formats
- **Emphasize value-add** of research products for partners

CWIC*stats* Research Activities

CWIC*stats* Research Activities

- **Dashboard of key workforce indicators**
 - Current information on Chicago's workforce for policymakers , program managers & the public
- **Benchmarking report**
 - Workforce program performance measures to inform policymakers and managers within the workforce system
- **Research agenda**
 - Workforce research developed with input from an advisory council & agency partners

Dashboard

- Regularly updated resource for Chicago workforce and economic indicators
- Use data from variety of sources:
 - American Community Survey
 - Current Population Survey
 - US Dept of Labor, Bureau of Labor Statistics
 - IL Dept of Employment Security
 - Proprietary data sources on job demand
- Initial versions will be reports, but plan to depict information on a public website

Dashboard Measures

Chicago population estimates

- Demographics, income, education level, other subpopulations

Business measures

- Private sector businesses, small businesses, employees

Job measures

- Job creation, new hires, total employment

Current & projected labor demand

- By industry & occupation

Labor force measures

- Labor force participation, by demographic groups

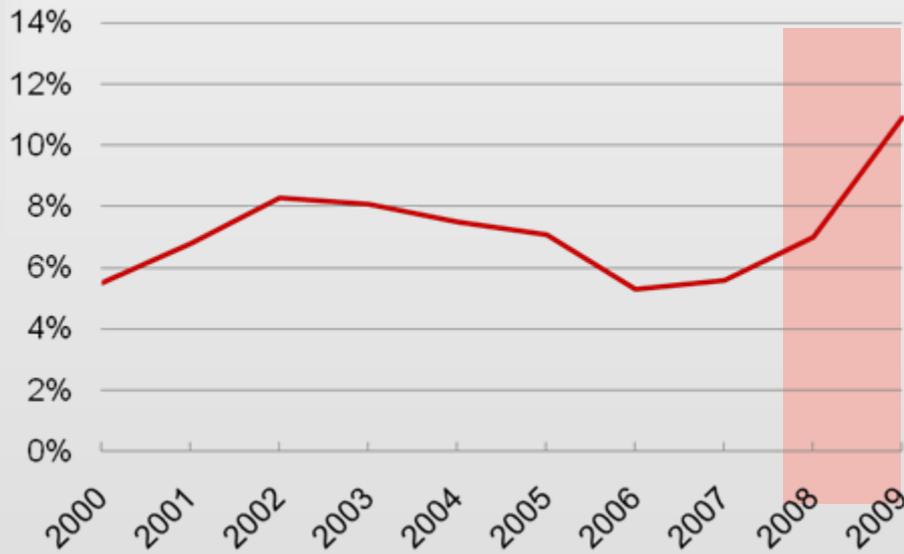
Unemployment measures

- Unemployment rates, by demographic groups

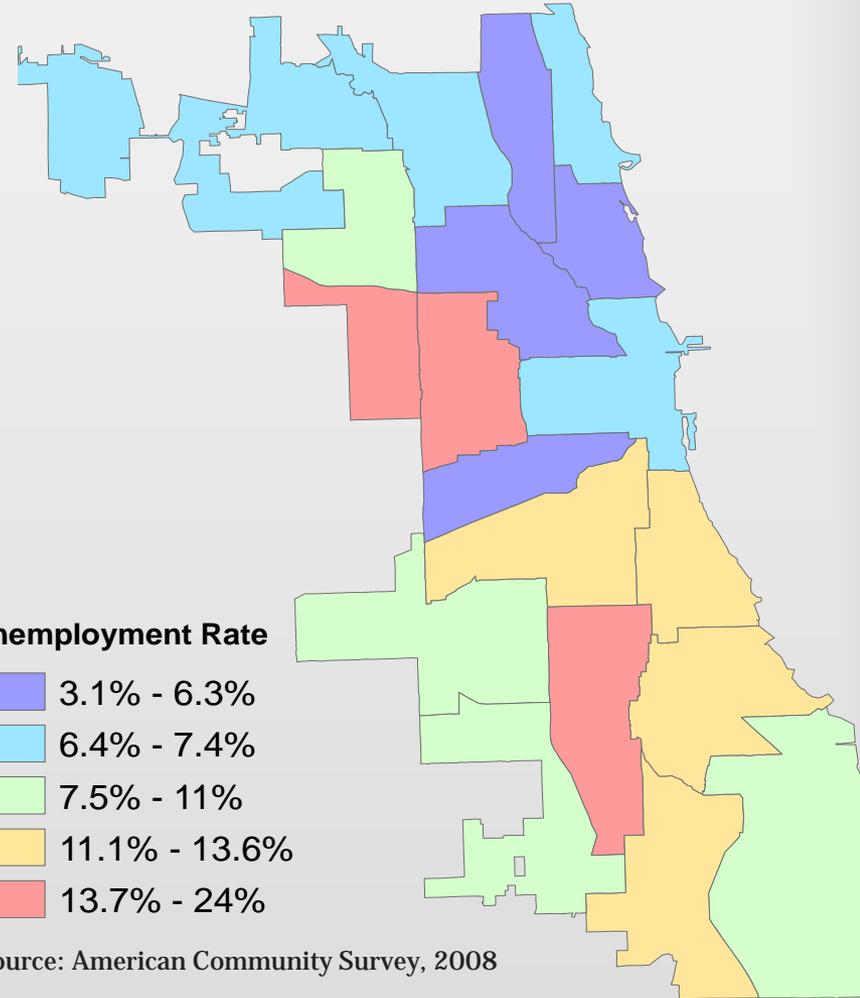
Dashboard Example: Unemployment in Chicago

Chicago Unemployment Rate

Feb 2010	Jan 2010	Feb 2009	Δ Over Month	Δ Over Year
11.9%	12.3%	9.7%	-0.4%	+2.2%



Source: IL Department of Employment Security



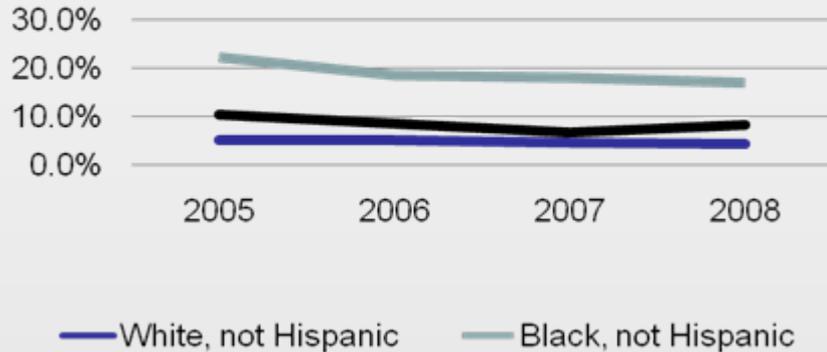
Unemployment Rate

- 3.1% - 6.3%
- 6.4% - 7.4%
- 7.5% - 11%
- 11.1% - 13.6%
- 13.7% - 24%

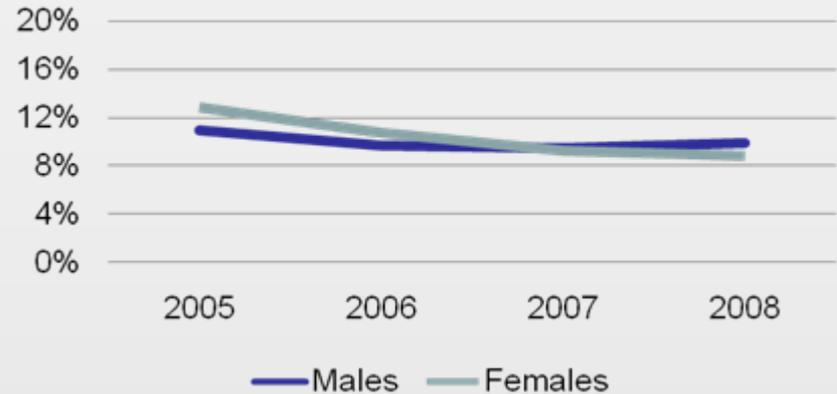
Source: American Community Survey, 2008

Dashboard Example: Unemployment in Chicago

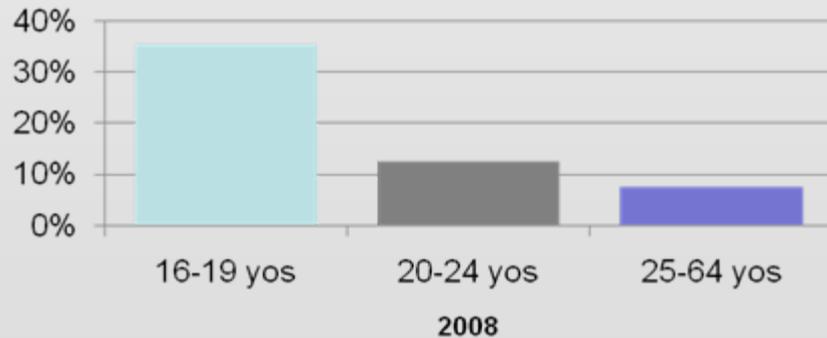
Unemployment Rate by Race/Ethnicity



Unemployment Rate by Gender



Unemployment Rate by Age Group



Unemployment Rate by Level of Education



Source: American Community Survey, 2008

Benchmarking Report

- Benchmarking report for CWIC and agency partners on overall program performance
- Include currently used & newly developed measures

Key program performance measures:

Program participation

- Enrollment, completion

Employment outcomes

- Placement, retention, wages

Education outcomes

- Attain credential/further education

Benchmarking Report

Work with agency partners to collaboratively develop additional measures:

- Revised definitions, timeframes for assessing retention
- Use cohorts and set timeframe intervals for assessing program completion
- Pre/post change in wages
- Assess specific levels of educational achievement
- Measure outcomes for non-completers

Initial Research Studies

Employment & Unemployment in Chicago

- Historical context and current employment experiences of Chicagoans
- Characteristics of those employment & not employed

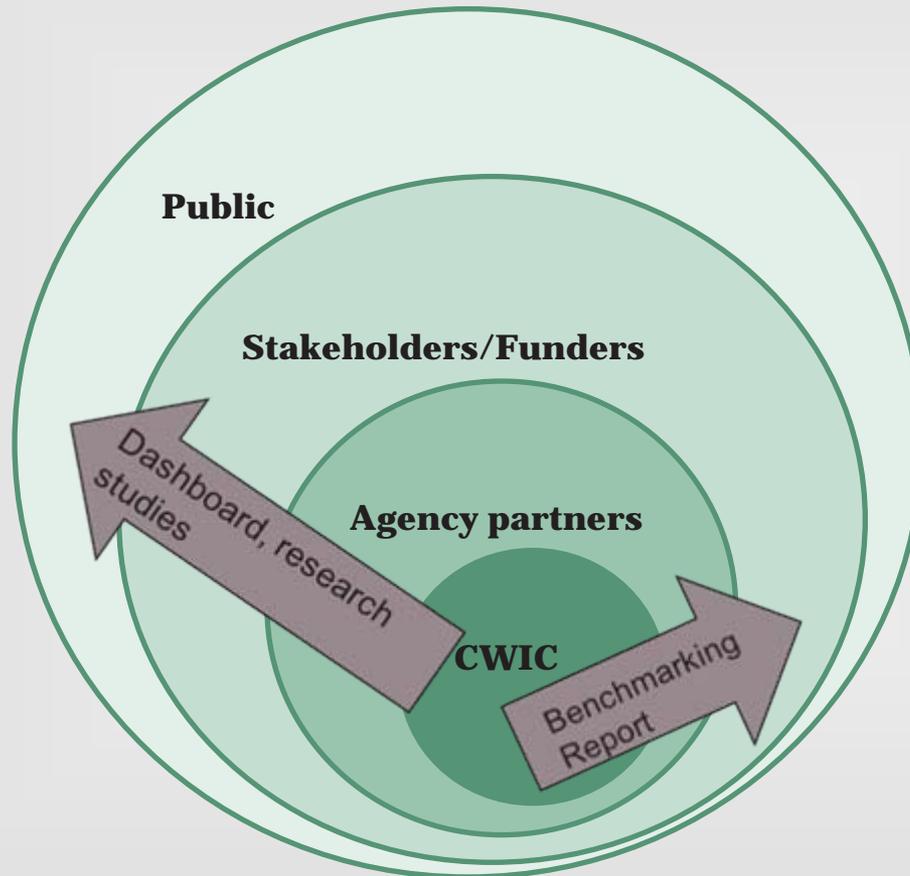
Program Participants, Pathways & Outcomes

- Who is served by the workforce development system
- What are their pathways through education, training & employment
- What are their education and employment outcomes

Student Support Services for City Colleges of Chicago

- What support services are available and how students access these services
- Better understand how support services can promote retention

Audiences for Dissemination of Research



Future of CWIC*stats*

- Respond to the needs of CWIC & agency partners
- Continue to engage partners & acquire additional data
- Enhance capacity to develop labor projections
- Provide dashboard indicators on website
- Work with agency partners to develop and track useful program benchmarking measures
- Develop and pursue advanced research agenda

Questions?

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