



UPDATE ON THE ARIZONA WORKFORCE DASHBOARD

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Outline

- Introductions
- Purpose and Goals
- Key Features
- Dashboard Concept Walkthrough
- Solicitation for Additional Labor Market and WIOA Metrics
- Discussion and Feedback

Introductions

Office of Economic Opportunity

- Designed to bridge the gap between workforce development initiatives and economic development priorities
- Strives to help share Labor Market Information with groups that can apply it to policy decision making

Office of Economic Opportunity- OEO.az.gov

Labor Statistics- LaborStats.az.gov

Population Statistics- PopStats.az.gov

Background Info

Name?

What is your role? i.e.

- *Board Member – Private Industry*
- *Board Member – Title Partner*
- *Etc.*

What do you hope to get from this discussion? What have you heard about this project?

Workforce Performance Dashboard

- Initiated by the Measuring Committee of the Workforce Arizona Council in late 2016.
- While a plethora of information is available, no source currently combines workforce program performance with labor market data to give a simple, straightforward overview of local needs.
- The board tasked members of the Office of Economic Opportunity to help design a solution.



- This has grown to be a project to collect WIOA participant characteristics and performance for Titles 1, 2, 3, and 4 and provide key highlights with LMI data.

Significance of Project

- Provide a single point of access for local labor market information, economic indicators and local workforce system performance
- Allow local practitioners and policymakers the ability to measure workforce training program outcomes
 1. *Over time*
 2. *Relative to other workforce education and training programs*
 3. *Relative to other regions, counties, and providers.*
- Essentially, looking to clarify
 - *The big picture local area needs*
 - *The WIOA successes by title and area so strategies can be shared*
 - *The economic conditions that may affect the strategies and capabilities of each unique area*

Significance to the Workforce Arizona Council

- Bringing WIOA Title partner data together into one data solution
- Interactive, intuitive online dashboard as the ideal medium of communication
- Local area partner feedback is crucial to the success of the Arizona Workforce Dashboard

Project Progress

- Met with Title partners at the state level to learn more about the WIOA metrics being collected, and how they are reported to the US Department of Labor
- Worked internally and with DES representatives to discuss potential economic indicators to include on the dashboard
- Compiled labor market data to align with local area boundaries

Current Step

- Presently identifying the most important metrics to include and working with each title partner to gather all necessary data
- Gathering feedback from the intended users and developers of the WIOA performance metrics
- Objective is to get as much feedback as possible on your thoughts and questions regarding this dashboard project
- The Arizona Workforce Dashboard is only useful if local area policymakers and program developers actually use it for planning purposes!
- Please:
 - *speak up when you have questions, ideas, etc. feedback!*

Key Features

- Ease of comparison
 - *Local area labor market information (LMI) to other local areas*
 - *Local area WIOA progress with other local areas*
 - *LMI trends with WIOA metrics*
- Analytical abilities are put into the hands of the users
 - *Multiple types of data can, not only be accessed, but analyzed quickly*
 - *Data can be easily sorted and filtered to allow for the custom views*
- Data and graphics are exportable to be shared elsewhere
- Furthers unification of Title partners under WIOA

Dashboard Components

Economic Conditions

- Labor market information at the local level
- Several population and economic indicators at the local level

WIOA Performance Results

- Key WIOA measurements at the local level
- Selected based on ability to visualize measurable gains and successes
- Selected to help local boards and policymakers clarify policy and program goals

Long-Term Indicators

- When WIOA metrics have been recorded for a longer period this will be updated
- Visualizes trends in WIOA Performance results over time by local area
- Incorporates economic conditions over time by local area

Dashboard Concept Walkthrough

- Demonstration of
 - *Dashboard format*
 - *Local area comparisons*
 - *Filtering capabilities*
 - *Roll-over information*
- Feedback on Design?
 - *What are your initial thoughts on the design? Any additional features/graphic changes you would find useful?*

What LMI do you find most useful?

Aspects of Employment

1. Occupational Data
2. Industry Data
3. Demographic/Population Data
4. Establishment Data
5. Sector Strategy Data

Variables of Value

1. Wage Levels
2. Hours Worked
3. Employment Levels
4. Relevant Education, Skills, Knowledge, Abilities, etc.
5. Measures of Economic Significance (Multiplier effect, productivity, economic output)

Which characteristics are most important in your short-term planning?

1. Industries with high economic growth impact (location quotient)
2. Industries/Occupations that employ workers with the educational attainment and skills of my local area residents
3. Industries/Occupations that have recently been hiring in my area (i.e. last 3 quarters)
4. Industries/Occupations that are defined as 'important' for my local economy (i.e. existing and emerging industries)

Which characteristics are most important in your long-term planning?

1. Industries with high economic growth impact (location quotient)
2. Industries/Occupations that employ workers with the educational attainment and skills of my local area residents
3. Industries/Occupations that have recently been hiring in my area (i.e. last 3 quarters)
4. Industries/Occupations that are defined as 'important' for my local economy (i.e. existing and emerging industries)

What pieces of information on those characteristics would be most useful in policy and program decision making?

1. Wage Data
2. Number of Employees
3. Percent of Employees
4. Projected Number / Percent of Employees
5. Hours Worked
6. Specific Known Establishments in Area
7. Educational Needs
8. Experience Needed
9. Knowledge, Skills, Abilities, Technology
10. Specific Known Establishments in Area
11. Occupations by Industry
12. Industries by Occupations

Solicitation LMI Metric

- Goal is to select key metrics to focus on to be updated regularly
- Suggestions for the third LMI metric?
 - *Location quotient (economic importance)*
 - *Industry shares (current influencers)*
 - *City labor statistics (unemployment, labor force, etc.)*
 - *Inflow / Outflow (commuters)*
 - *Labor supply (current employees in occupation or industry; those in school; STEM graduates)*
 - *Top skills in the area (ONET used to show area strengths)*
 - *Employment gaps*
 - *Workforce demographics (local labor force makeup)*
 - *Multiplier estimates (indication of economic significance)*

Input for Most Useful WIOA Metrics

- Which the following variables would be most useful from a policymaking and measuring standpoint?
 - *Top barriers to employment by local area and title*
 - *Top occupational placements of program completers*
 - *Number of clients entering each title by local area; number of completers*
 - *Median wage of title completers*
 - *Employment retention of program completers*

What type of data are missing from current discussions?

- Examples:

- *Employer Needs*

- Talent pipeline (education), competition (other establishments), resource partners (industry clusters)

- *Individual Needs*

- Population background (transportation, education, healthcare, etc.), potential employers (establishment database, industries/occupations needing their skillset, etc.)

- *Youth Needs*

- Future job potential (long term employment projections)

- *Community Needs*

- Industries/occupations that will boost local economy (location quotients, multipliers, etc.)

Open Ended Questions

1. What additional guiding principles would you like to see used when developing, maintaining, and growing this dashboard?
2. Additional feedback?

Next Steps

- Review feedback from this presentation
- Continue to develop design and variables for the dashboard using your suggestions
- Work with state level Title representatives with Department of Economic Security and Department of Education to gather data for dashboard
- Present update to the WAC Measuring Committee in July
 - *Launch a Beta Version of the Dashboard*



THANK YOU

For additional feedback, suggestions, questions, etc.
please contact Rachael Tashbook at
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