

**Employment Results Scorecard
Continuous Improvement Plan**



**Trade Adjustment Assistance Community College
and Career Training (TAACCT) Grant**

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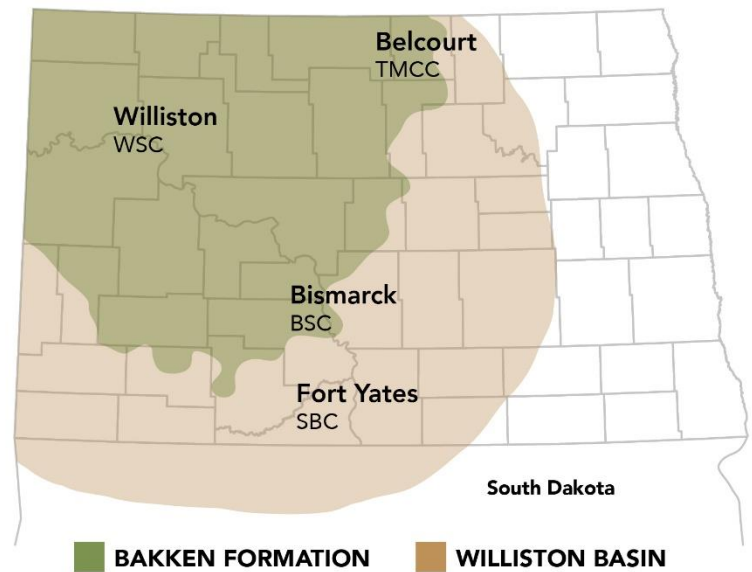
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The TREND Consortium

The TREND Consortium is a Round II and Round IV Department of Labor TAACCCT grant and comprised of four colleges in North Dakota. Bismarck State College in Bismarck, N.D., serves as the lead institution. Consortium partners include Sitting Bull College in Fort Yates, N.D., Turtle Mountain Community College in Belcourt, N.D., and Williston State College in Williston, N.D. These partners formed a workforce alliance to prepare workers for high-demand, high-wage, and high-skill jobs in energy and related sectors associated with the oil and gas industry growth.



Employment Results Scorecard

In the Round IV Department of Labor TAACCCT Solicitation for Grant Applications (SGA), single-state consortia applicants were required to provide a plan to develop and implement a standard online scorecard during the grant performance period. In the same SGA, multi-state consortia were required to submit an Employment Results Scorecard Continuous Improvement Workplan that would explain how consortium partners will work toward developing an employment results scorecard.

In guidance provided to the Round IV TAACCCT participants in June 2016, the U.S. Department of Labor Employment and Training Administration Office changed the Employment Results Scorecard requirement for Round IV single-state consortium grantees (with the exception of Cap-Breakers) to instead submit an Employment Results Scorecard Continuous Improvement Plan, similar to the SGA requirement for the multi-state consortia. This U.S. Department of

Labor guidance provided the background and rationale for the change and also included the new requirements should a single-state consortium opt to select the Continuous Improvement Plan option.

The TREND Consortium is not a “Cap-Breaker” grantee so was not required to stay with its initial plan presented in the TREND Grant Statement of Work. Thus, the consortium partners evaluated the situation and original scorecard plan before proceeding to select the new option of providing an Employment Results Scorecard Continuous Improvement Plan. The driving factor that led the consortium to select this option was the recent development of the Workforce Innovation and Opportunity Act (WIOA) scorecard by Job Service North Dakota (JSND), the state Department of Labor workforce agency. The elements found in JSND’s WIOA scorecard elements closely aligned with the TREND Consortium’s original scorecard plan. JSND established a process to regularly receive data from the Consortium colleges (and other eligible training service providers) that is then matched with State Longitudinal Data to create an online scorecard system. With input from the TREND Consortium, the data is displayed with clear outcomes on employment and wages for program participants enrolled in programs for in-demand careers.

By selecting the Continuous Improvement Plan, the TREND Consortium can continue to collaborate with Job Service North Dakota long after the TAACCCT grant has closed and sustain this valuable tool. This option was welcomed by the consortium in order not to “reinvent the wheel” but rather put its efforts toward partnering with the existing statewide system and use this critical data for recruitment and career exploration with current and prospective participants.

Survey of Data Systems

Job Service North Dakota (JSND) is the agency responsible for administering employment data for North Dakota. JSND works in partnership with the State Longitudinal Data System (SLDS), which is a series of secured data warehouses comprised of historical education and workforce training data intended to enhance the state’s ability to efficiently and accurately manage, analyze, and use education data. This information is available only via data sharing agreements to individuals with approved access and in aggregate format with a low cell count of 10 to maintain participants’ privacy.

SLDS includes:

- Student demographics
- Attendance and enrollment data
- ND State Assessment and other performance assessments

- Historical grades
- Graduation and dropout information
- College and career readiness
- ND postsecondary data
- ND workforce data

The TREND Consortium colleges use surveys to attempt to collect individual-level data on student outcomes that can be used for third party evaluation, however, survey responses are minimal despite many follow-up attempts by project staff. Information collected via survey before students enter the program includes:

- Program enrollment
- Employment status
- Employer name
- Job/position title
- Hourly/Annual income
- Average hours worked per week

Project staff also send students surveys following completion of the program to obtain placement, retention, and wage information. Information is collected from students immediately following program completion, as well as approximately nine months later. Information collected via survey after students complete their program includes:

- Program enrollment/completion
- Employment status within 3 months of program completion
 - Employer name
 - State of employment
 - City of employment
 - Job/position title
 - Hourly/Annual income
 - Average hours worked per week
- Employment status within 9 months of program completion
 - Employer name
 - State of employment
 - City of employment
 - Job/position title
 - Hourly/Annual income
 - Average hours worked per week

The information collected via surveys is used for U.S. Department of Labor reporting and will be retained for three years per grant guidelines. All handling of data follows college data protocols to ensure secure student information.

Options for Obtaining and Sharing Data

The TREND Consortium lead college, Bismarck State College, worked closely with Job Service North Dakota (JSND) over the course of its Round II TAACCCT grant (2012-2016) and Round IV TAACCCT grant (2014-2018) to gain access to UI wage data for outcomes reporting. There were barriers when the Round II grant started that prohibited the college from having access to this data, but after continued discussions the consortium was eventually approved and signed into a data sharing agreement to receive wage data through the State Longitudinal Data System (SLDS). This agreement, as well as similar agreements with the other TREND institutions, has led to ongoing access to SLDS employment results for TREND participants.

TREND's access to data is approved for aggregate reporting only as well as for a low cell count of 10. This can be problematic for some of the TREND colleges because the colleges are smaller in size and often employment results fall below the low cell count threshold.

In addition to accessing SLDS data for TAACCCT grant reporting, the colleges also share data with JSND so that the colleges can be included among JSND's Workforce Innovation and Opportunity Act (WIOA) scorecard and eligible training providers list.

JSND, along with the Governor's Workforce Development Council, has established an in-demand occupations list with input from stakeholders, including TREND Colleges. The list helps to populate the online JSND scorecard and includes occupations determined to have a current or potential impact on the state's economy. North Dakota Labor Market Information's short-term employment projections were used to develop the list.

Providers with training programs that align with the in-demand occupations may apply to be included on the Eligible Training Providers List, a list compiled and approved by JSND. Students who qualify for WIOA may receive funding for these training programs. All TREND Consortium partners have applied and were approved to be Eligible Training Providers. By applying to be an eligible training provider, the colleges consent to share its data with JSND to populate the online scorecard. This data is shared using a secure file transfer system and adheres to a Data Sharing Agreement which outlines privacy protections.

Plan to Use Data for Continuous Improvement

Data Available

The Job Service North Dakota (JSND) scorecard includes information and data points such as:

- Field of study
- Credential type

- Length of program
- Classroom cost
- Description
- Total students served (over past consecutive three years)
- Program Completers
- Percent of students employed two quarters after completion
- Percent of students employed four quarters after completion
- Estimated annual wage
- Median earnings two quarters after completion
- Credential rate

JSND works with each of the eligible training providers to renew data sharing agreements and annually update the last three consecutive years of participants' data. This process has been established with each of the TREND colleges.

The TREND colleges plan to utilize the scorecard information to aid in monitoring program performance, improve current program offerings, and evaluate new program needs that will provide students the skills necessary to obtain employment.

Program Evaluation

By establishing key data points and monitoring results provided through this scorecard, TREND colleges can keep tabs on student outcomes and use information to evaluate programs. The scorecard summaries can aid in evaluating which programs are successful and which programs need to be strengthened via additional support, funding, or more career navigation. Data can be used to facilitate discussions on:

1. Creating benchmarks as a means to evaluate outcomes;
2. Focusing on underrepresented students that may need more support;
3. Including input from more stakeholders within the community and within industry;
4. Evaluating the need for policy/procedural change at the institutional level; and
5. Setting up a timeline that evaluates needs and review of student outcome and analysis to suit a continuous improvement process.

Outreach Opportunities

Early results for some programs included in the scorecard show positive outcomes for completers, example provided. This information can prove beneficial in working with prospective students, parents, and high school career counselors to demonstrate program enrollment for in-demand careers supported by data. In addition, this information can be used for marketing programs to a wider audience to encourage more interest in technical careers.

Process Plant Technology

Course Summary

Course Report Card

Provider: [Bismarck State College](#)

Provider Type: Public

Field of Study: Energy, Engineering Technologies/Technicians

Reporting data from programs with less than 11 students completed is not displayed.

Report Card

	Total Students Served	Program Completers	% of students Employed 2 Quarters After Completion	% of Students Employed 4 Quarters After Completion	Estimated Annual Wage	Median Earnings 2 Quarters After Completion	Credential Rate
All Students in Program	260	219	89.0%	87.0%	\$75,555	\$16,105	100.0%

Estimated Costs

In its original plan to develop an online scorecard, the TREND Consortium allocated funding to develop and design the scorecard and also promote and advertise the scorecard so that stakeholders were aware of the tool's existence and uses. Since Job Service North Dakota has taken up the banner to create and promote its tool through the new Workforce Innovation and Opportunity Act, it has taken the initial start-up budgetary requirements off of the TREND Consortium. Due to this fact, the TREND Consortium does not foresee significant costs to maintain participation with the existing scorecard. Associated costs with the Employment Results Scorecard Workplan would be the time and effort invested by college staff and faculty to regularly analyze data and implement findings for continuous improvement.