

January 28, 2020



# Effectiveness in Serving Employers

Peer Learning Group Meeting



UNITED STATES DEPARTMENT OF LABOR



UNITED STATES DEPARTMENT OF EDUCATION



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# Today's Moderator



## Christina Eckenroth

### WORKFORCE ANALYST

U.S. Department of Labor, Employment and Training Administration



# Federal Leadership



## John P. Pallasch

Assistant Secretary for  
Employment and Training  
**U.S. Department of Labor**



## Mark Schultz

Delegated the authority to perform  
the functions and duties of the  
Assistant Secretary for the Office of  
Special Education and Rehabilitative Services  
**U.S. Department of Education**



## Scott Stump

Assistant Secretary for Career,  
Technical, and Adult Education  
**U.S. Department of Education**



# Today's Speakers



## Cesar Acevedo

### WORKFORCE ANALYST

U.S. Department of Labor, Employment and Training Administration



# Today's Speakers



## Wayne Gordon

**DIRECTOR, DIVISION OF RESEARCH AND EVALUATION  
Office of Policy Development and Research**

U.S. Department of Labor, Employment and Training Administration



# Today's Agenda

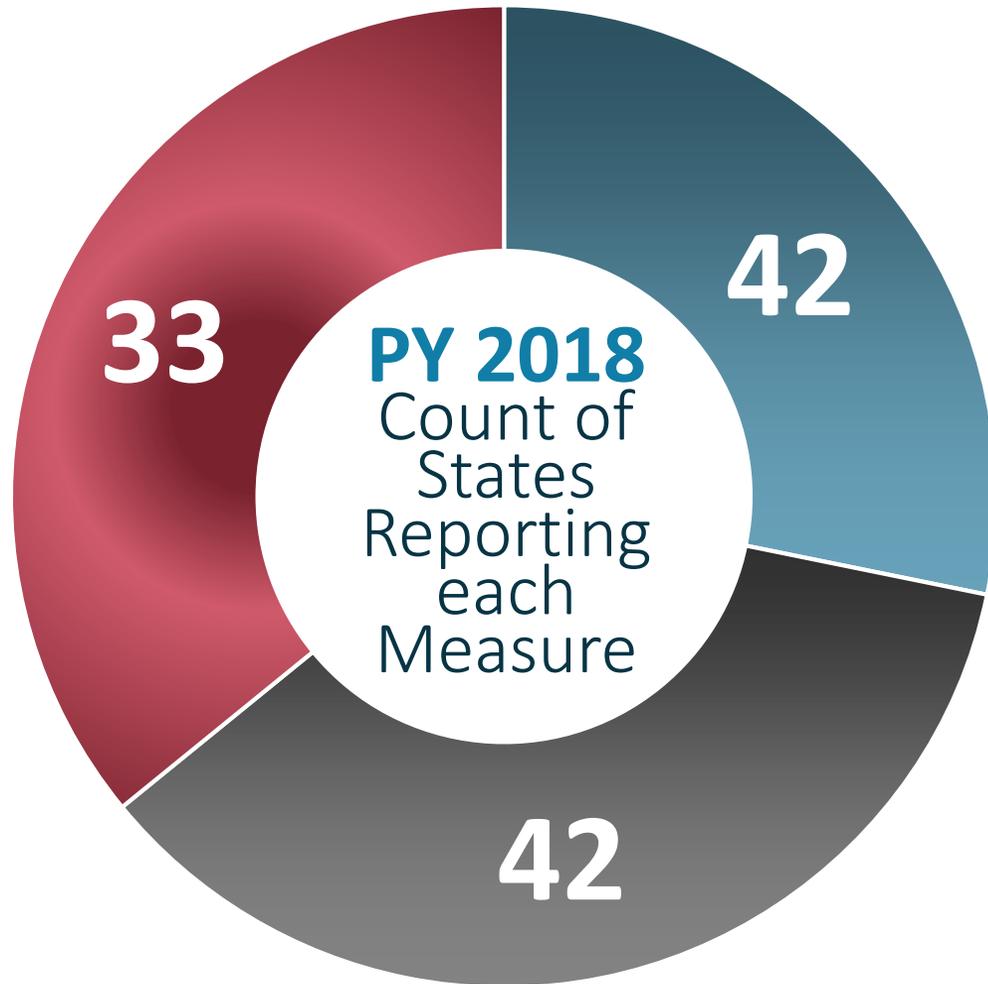
- Highlights of Effectiveness in Serving Employers Outcome Data
- Hear from States:
  - Alternative approaches from States
  - Experiences and Challenges
- Next steps

# Welcome from Leadership

# Relevant Citations

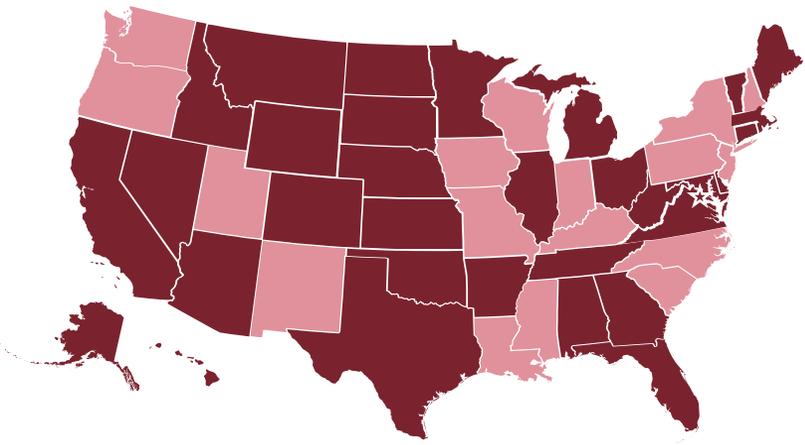
- WIOA section 116, 20 CFR part 677 and 34 CFR parts 361 and 463
- Joint Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III, and Title IV Core Programs issued August 23, 2017
  - ETA: Training and Employment Guidance Letter 10-16, Change 1
  - OCTAE: Program Memorandum 17-2
  - RSA: Technical Assistance Circular 17-01

# Indicator Overview

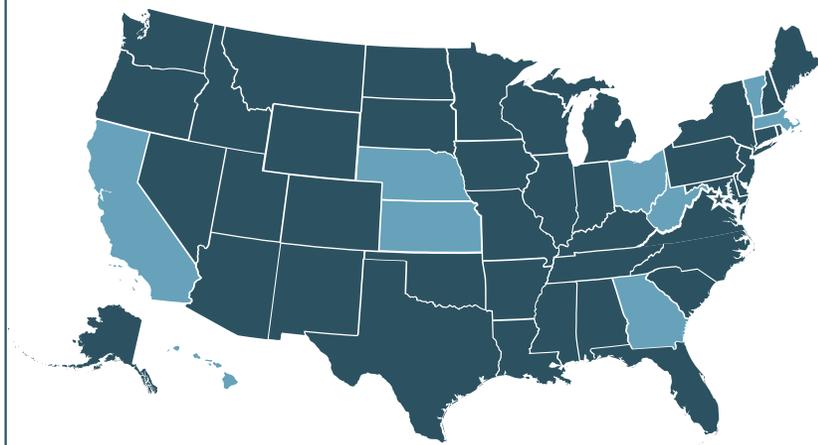


- Retention with Same Employer Rate
- Employer Penetration Rate
- Repeat Business Customers Rate

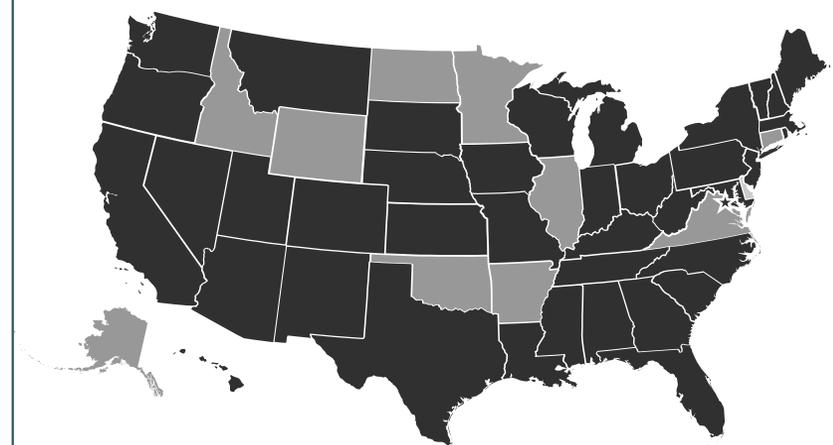
# State Adoption of Indicators



Retention with Same Employer Rate



Employer Penetration Rate



Repeat Business Customers Rate

Light shaded states on each map indicate that the state did not choose to pilot this indicator, so no data was collected or reported for that indicator in that state.

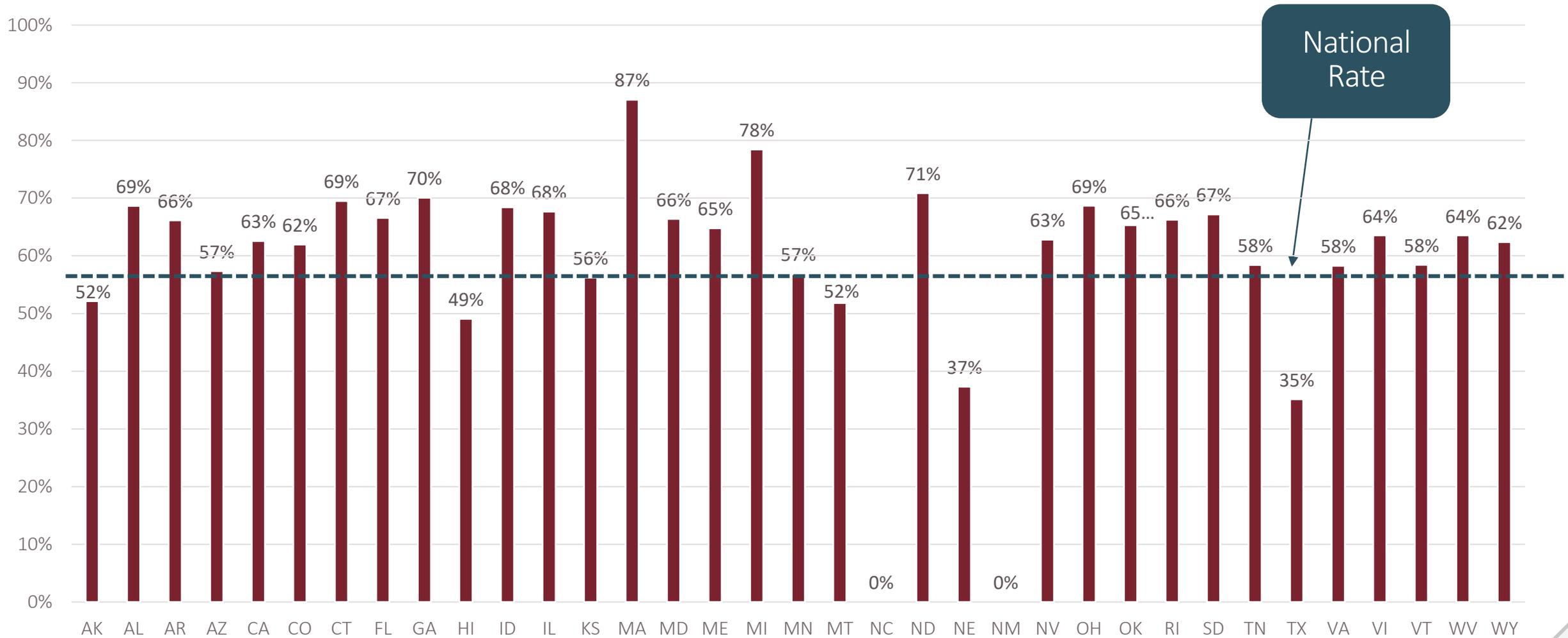
# Program Year (PY) Annual Report Data

Employer Services	2017		2018		2017-2018 Change
	Establishment Count	Establishment Count	Establishment Count	Establishment Count	
Employer Information and Support Services	271,427	331,612	331,612	60,185	
Workforce Recruitment Assistance	618,720	614,538	614,538	-4,182	
Engaged in Strategic Planning/Economic Development	33,208	44,544	44,544	11,336	
Accessing Untapped Labor Pools	44,760	60,534	60,534	15,774	
Training Services	21,565	34,270	34,270	12,705	
Incumbent Worker Training Services	9,355	8,024	8,024	-1,331	
Rapid Response/Business Downsizing Assistance	9,110	9,272	9,272	162	
Planning Layoff Response	1,811	3,246	3,246	1,435	

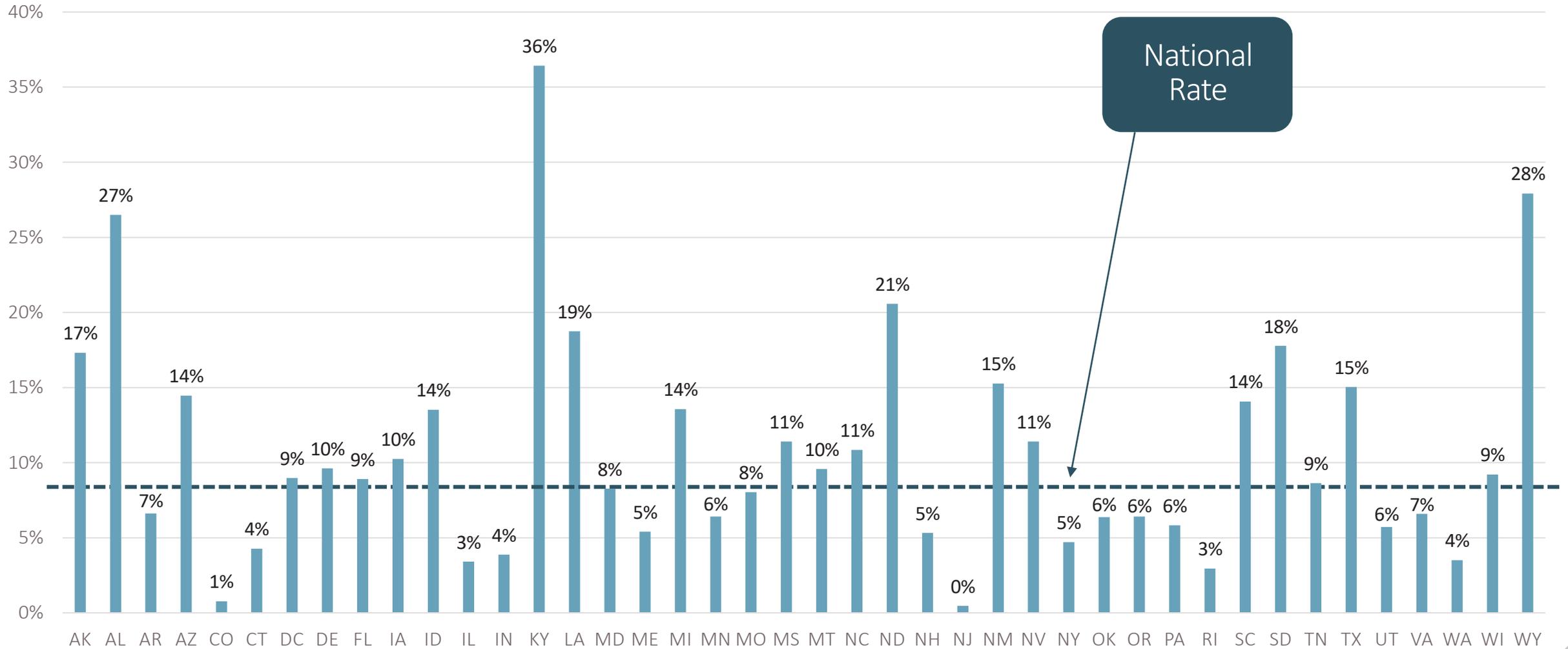
# Pilot Approaches Results

Approaches	2017		2018		2017-2018 Change
	Numerator Denominator	Rate	Numerator Denominator	Rate	
Retention with Same Employer Rate	638,779 1,201,125	53.2%	1,190,292 2,111,358	56.4%	<b>3.2%</b>
Employer Penetration Rate	629,582 7,911,254	8.0%	652,665 7,896,663	8.3%	<b>0.3%</b>
Repeat Business Customers Rate	266,777 628,207	42.5%	738,468 1,475,578	50.0%	<b>7.6%</b>

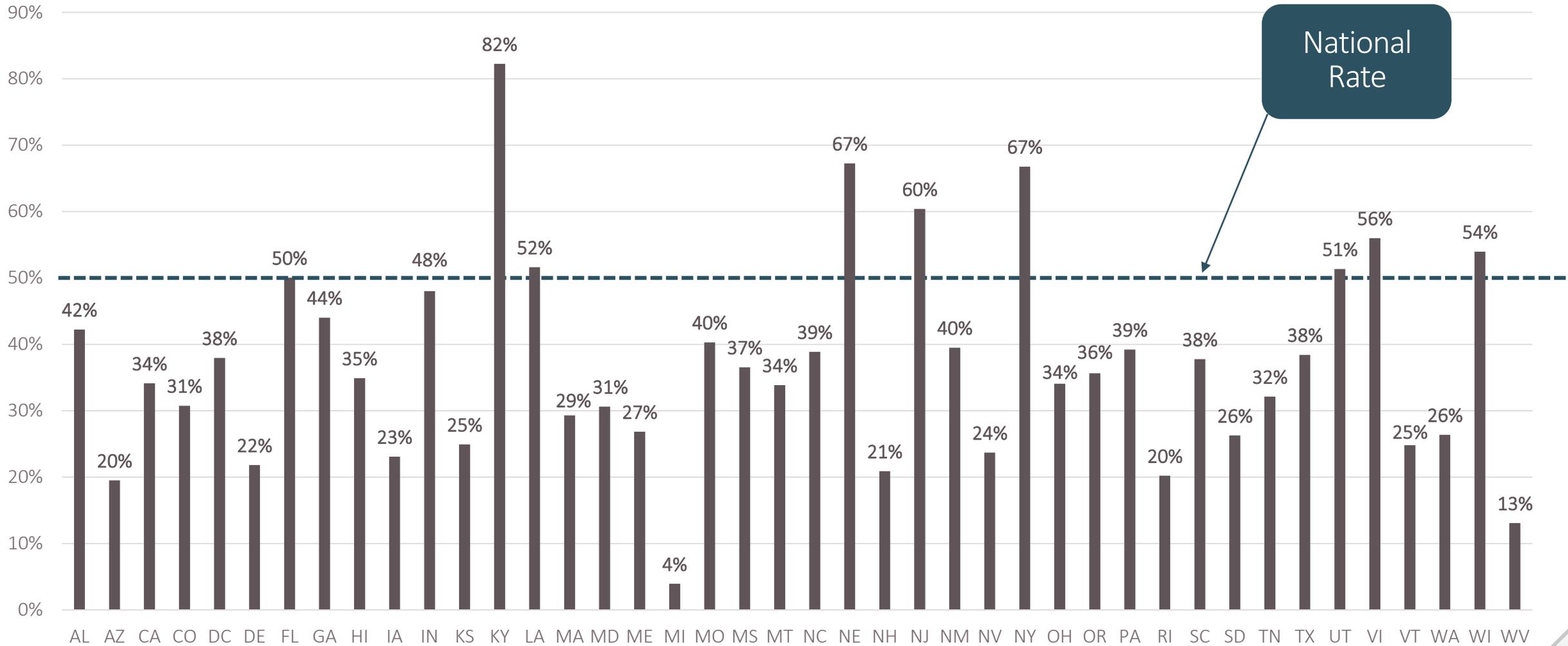
# Retention with Same Employer Rate



# Employer Penetration Rate



# Repeat Business Customers Rate



# Discussion: Alternatives

- Changes to these indicators?
- Do you have suggestions for alternative indicators?
- Other factors we should consider?

# Discussion: Experiences and Challenges

- Collecting Data
- Reporting Data
- Applying Data

# Next Steps

# Effectiveness in Serving Employers (ESE) Study

- The study will lay out a set of options and considerations for the indicator for the Departments of Labor and Education.
- Data Collection Activities and Reporting:
  - Data collection activities implemented between February-April 2020.
  - A brief discussing results of the data collection anticipated in Fall 2020.

# Summary

- No change for PY 2020 and PY 2021
- The Departments will work to define the indicator

# TELL US WHAT YOU THINK!

Send your feedback to  
Scott Wheeler by:

**February 12, 2020**



**Scott Wheeler**

**CONSULTANT**

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