

WIOA Prompt:

Evidence Strategies:

- Evidence based language - how do we as for that?
- What if there's no evidence?
- Building the continuum
- Pay for performance/performance based contracts
- Alternative Education Financing (e.g. ISAs)
- Population Specific Evaluation Approaches and Metrics (e.g. recidivism, stable housing, job quality)
- Metrics often focus on getting participants 'a job' but not a high quality job. How to infuse job quality into WIOA plan, both programs and measurement.

High Quality Examples:

- Use of workforce supply tool - businesses use this information to forecast and understand the availability of work with specific skills, certifications and/or degrees
- Workforce Success Measures Dashboard - comparative information is readily available regarding outcomes on a program-by-program basis

Colorado Questions

- 1. Are there data points that we already collect and track that could be utilized to better examine the effectiveness of workforce programs?**
 - a. Contribution to tax base
 - b. Reduction in use of social services (and thus cost associated)
 - c. ROI
 - d. Reduction in recidivism
 - e. Training-related employment
 - f. Don't have a formula
 - g. Individuals in stable housing (who were previously homeless)
 - h. Reductions in recidivism over time (beyond the 12 month period)
 - i. Increase in wealth (beyond just income needed for basic needs)
 - j. We are working on a project where we are using risk assessment information from TX Department of Criminal Justice and combining that with job readiness assessment on workforce side - doesn't answer your question but like the notion of your leveraging data from our partners and your note about recidivism data reminded me that we should not limit our ask to our own data sets
 - k. We also leverage the risk assessment to inform a pay for performance contract for justice involved youth
 - l. How do you prevent the development of perverse incentives around serving those with a more challenging criminal history?
 - m. Also, please think about effectiveness of workforce programs that serve businesses? How do we measure our effectiveness in serving business community?

- n. We are instituting logic models for all of our programs so we can track outputs, outcomes and impact (even beyond what may be contractually required. Is this something others have done?
- o. Are any other local areas tracking data about early childhood development and/or childcare as related to serving adults?

2. How can we examine and rethink program outcomes when participants 'do not complete' but achieve employment success?

- a. If someone success but does not complete the program, does that mean that the program should be targeted toward different folks? Or offered in segments depending on what an individual needs?
- b. Wouldn't early success be the best outcome? Especially if the person goes into a high quality job linked to a career ladder?
- c. Definitely! Need flexibility to adjust UP as needed
- d. I like the idea of giving partial credit especially when we can show that they've gone on to a great job
- e. We haven't yet implemented an algorithm for it but do believe that this is a space where AI can be helpful in some predictive analytics

3. Should metrics and expectations be flexible based on specific characteristics of the people who are served?

- a. Yes, grant period of performance sometimes limits what services can be provided - for instance we need more intensive and longer services OY
- b. Maybe the outcomes should be the same, but the timeline should be longer for folks with more barriers?
- c. We do believe that cost per will vary and that it is important to focus in on the differentiated services needed for each population.