

The **Baltimore Workforce
Funders Collaborative**
Partnering to Build a Stronger Workforce

Baltimore Data Day

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The **Baltimore Workforce Funders Collaborative**

Partnering to Build a Stronger Workforce

The **Baltimore Workforce Funders Collaborative (BWFC)** is a public-private partnership dedicated to advancing the labor market prospects of unemployed and underemployed Baltimore City residents while meeting the needs of our region's employers for a skilled workforce.

BWFC uses several approaches to achieve these objectives:

- ***Building pathways*** to well-paying jobs with career advancement possibilities in targeted industries in the Baltimore region;
- ***Working closely*** with employers to align programs with real industry needs for skilled workers;
- ***Removing barriers*** to work by improving education, skills training and support services to better prepare Baltimore's workers;
- **Analyzing performance data and directing resources to practices and programs that demonstrate effectiveness;** and
- ***Helping*** to strengthen policies and promote systemic changes that enhance the ability of low-wage workers to advance in the local labor market.

Coordinated Measurement & Evaluation

- Develop Common Measures
- Collect and review quarterly and annual demographics and outcomes data (≈ 7 programs)
- Report data to National Fund for Workforce Solutions
- Administrative data (UI) analysis (2 providers)
- BACH coaching outcomes analysis
- Provide TA and ongoing data monitoring
- Facilitate participation in National Benchmarking initiative

Why workforce development providers collect data:

- reporting to funders
- communicating their “stories”
- using the results for fundraising/proposals
- making program improvements

BWFC Reporting: Demographics

- Age
- Gender
- Race (African American, Caucasian, Asian, American Indian, Native Hawaiian or Pacific Islander, Multiple, Other)
- Ethnicity (Spanish/Hispanic/Latino origin, Not of Spanish/Hispanic/Latino origin)
- Educational attainment
- Criminal background
- Public benefits (TANF) receipt or food stamps/SNAP or SCHIP
- Currently employed
- Hourly wage current or most recent job
- Zip code of residence

- **OPTIONAL:** Reading/math level, family status, housing status, English proficiency and demographic data for program applicants

BWFC Reporting: Participant Outcomes

1. number ENROLLED
2. number COMPLETING program
3. INDUSTRY CERTIFICATION/ CREDENTIAL
 - Number of individuals receiving
 - Total number awarded
4. number PLACED INTO JOBS
5. HOURLY WAGE at placement
6. RETENTION at 6 and 12 mos.

BWFC Reporting: Program Components

Education/Training Services (# participating, # completed)

- Apprenticeship program
- Basic skills/ESL training
- Computer literacy training
- Occupational skills training
- On-the-Job training
- Workplace readiness/life skills training

Non Training Services (# participating, # completed)

- Assessment
- Asset development
- Career coaching/counseling
- Case management
- Job search/placement
- Supportive services

Degree or Credential Attained (# participating, # completed)

- AA or AS degree
- BA or BS degree
- GED/High school equivalency
- Occupational skills certificate/credential
- Occupational skills licensure
- Workplace readiness credential

Job Placement and Advancement (count of participants)

- Job placements in targeted industry sector
- Job placement expected hours (less than 20, 20-29, 30-34, 35 or more)
- Eligible to receive employer sponsored health benefits
- Promotion
- Wage gain

Workforce Benchmarking Network

National Survey and Data on Benchmarks of “Good Performance”

APPLES TO APPLES

Making Data Work for Community-Based
Workforce Development Programs

THEMES FROM
THE BENCHMARKING
PROJECT DATA

MAY 2013



Baltimore's WBN Participation

WHEN?

- BWFC engaged with WBN beginning in late 2013

WHY?

- Build local capacity for continuous improvement
- Learn how we are doing relative to others
- Advance shared measurement agenda

SCOPE?

- 13 Baltimore organizations
- 22 total programs
- 31 program cohorts

Benchmarked Workforce Outcomes

Workforce Benchmarking Network Outcomes			BWFC Data
	Baltimore Programs	All other programs	Baltimore Top Performers
% Completing Program	75.5%	73.5%	81%
% of Enrolled Placed in Employment	49.5%	50.2%	64%
% Completers Placed in Employment	66.7%	69.1%	78%
% Placed in Full-Time Jobs	55.2%	65.7%	
% Placed in Jobs with Health Benefits	38.4%	38.9%	
Average Hourly Wage at Placement	\$10.43	\$11.16	
% Retained at 3 Months (out of placed)	66.6%	70.6%	
% Retained at 6 Months (out of placed)	44.5%	57.7%	77%

Wage Records Data Analysis

Maryland Unemployment Insurance (UI) Wage Records held by the Jacob France Institute (JFI)

JFI can use program data to match to UI records on:

- The percentage of program participants (enrollees) found in the wage records
- The median wages, by quarter, for these enrollees for at least four quarters before and four quarters post training
- The NAICS codes reported by employers to gauge industry of employment.

SAMPLE Wage Record Data

