Baltimore Workforce Funders Collaborative

Partnering to Build a Stronger Workforce

Baltimore Data Day

Linda Dworak
Director, Baltimore Workforce Funders Collaborative
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”
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

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