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# Workforce Data Quality Initiative

The Texas WDQI Project  
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Ray Marshall Center  
October 30<sup>th</sup>, 2012

# An Example of Linking Education and Employment Data

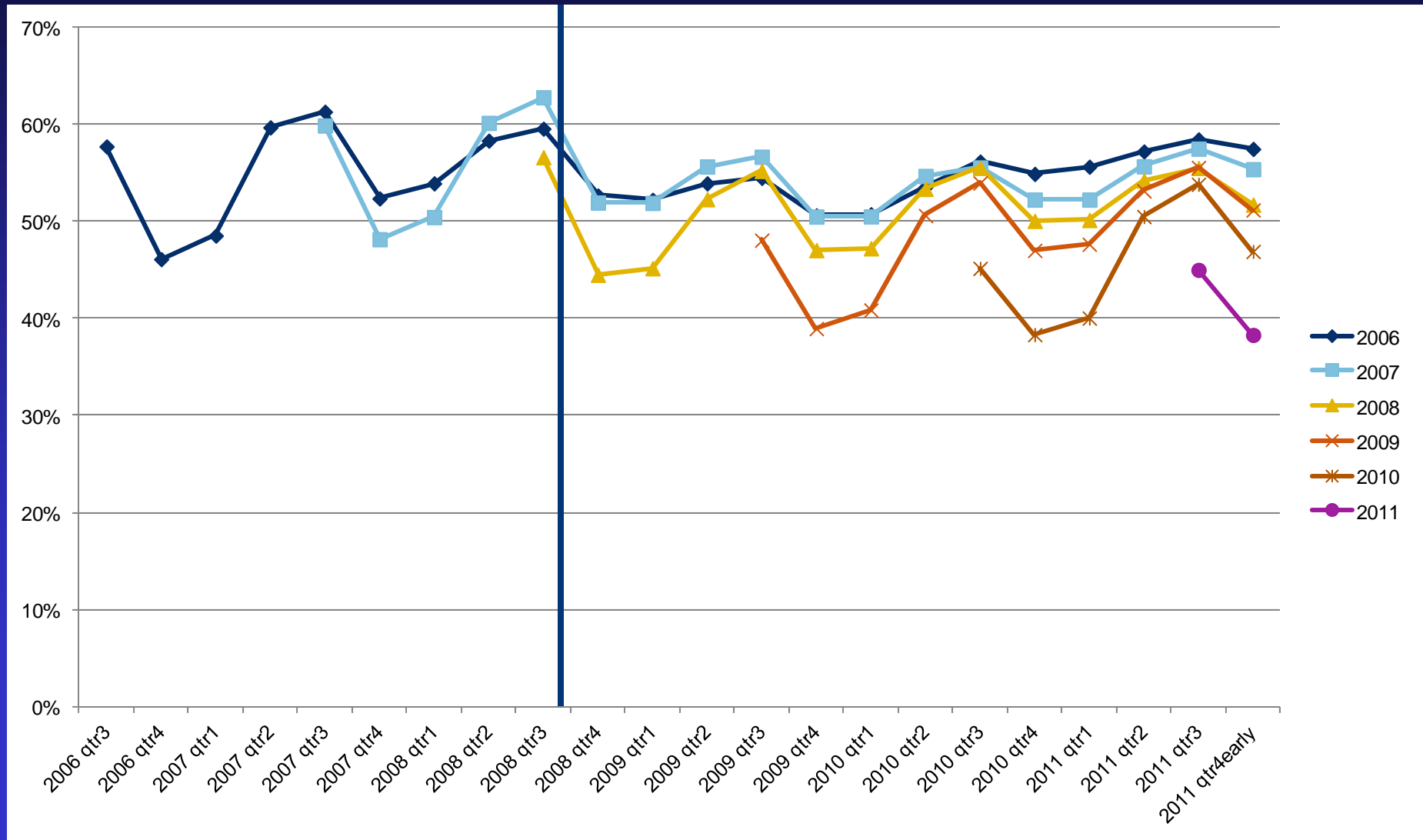
## June 6<sup>th</sup> article in the New York Times, “Harder Times for High School Graduates”

- Based on results from a survey done for Rutgers University\*
- Broke down employment rates pre-recession (2006-8) and post-recession (2009-11)
- Found that students who graduated high school and did not have a college degree showed a stark contrast in employment rates pre- and post-recession

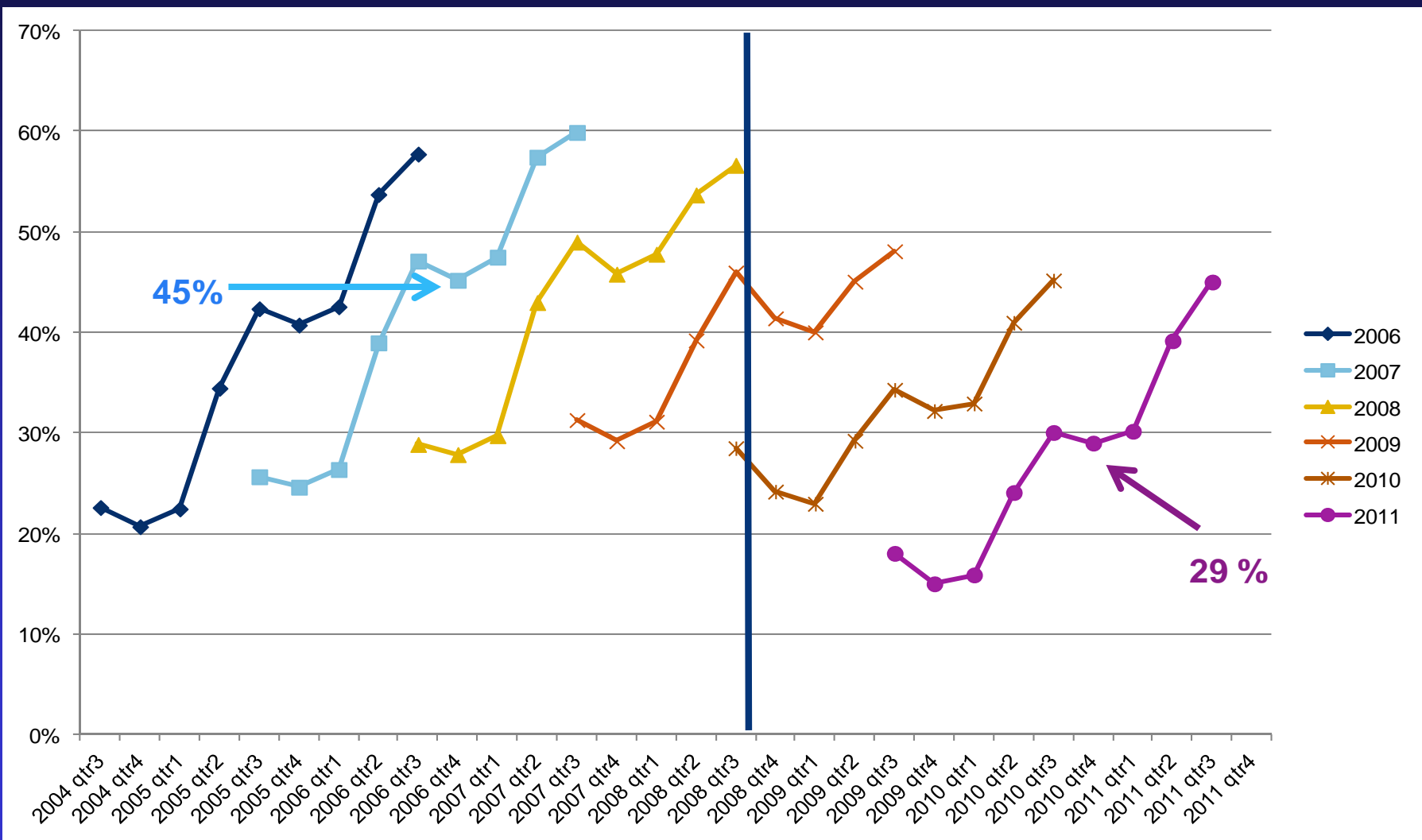
## Do we see similar trends in Central Texas?

- “Left Out. Forgotten? Recent High School Graduates and the Great Recession” (Van Horn, et. al. June 2012)

# Employment Status Graduation to End of 2011



# Employment Status Junior Year to Quarter after High School Graduation



# Overview of Data in Texas

- Texas Education Agency (TEA) obtains student, staff and financial information from Independent School Districts (ISDs) through the Public Education Information Management System (PEIMS)
- Texas Higher Education Coordinating Board (THECB) obtains student, staff and financial information from Texas colleges and universities
- Texas Workforce Commission (TWC) obtains quarterly earnings data on individuals through employers as part of the Unemployment Insurance system. TWC also collects individual-level information on participation and completion of workforce programs

# Overview

- Texas WDQI is a 3-year grant project funded by USDOL/ETA
- Seeks to expand the connections between the state's longitudinal education and workforce data systems to enhance policy-relevant research
- Funds two demonstration projects in Texas:
  1. Enhancement of RMC's Student Futures Project to follow high school seniors into postsecondary education, workforce development programs, and employment
  2. Enhance and improve reporting by TWC as required in Texas Senate Bill 281

# Overview of Student Futures Project

- Includes 10 Central Texas Independent School Districts
- Surveys over 7,000 seniors each year on their plans for life after high school, high school experiences, and family background
- Collects outcome data including postsecondary enrollment and employment on students for up to four years following high school graduation
- Reports aggregate survey results and outcomes to districts
- Analyzes the factors associated with successful postsecondary outcomes

# Student Futures Project

## High School Administrative Data

- Initially obtained by working with officials at each school district to develop district-specific FERPA compliant MOUs and DSAs for transfer of individual identifiable data to the Ray Marshall Center
- Data provided by the districts under these agreements are much richer than district data provided to TEA



# Student Futures Project

## High School Survey Data

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- Ray Marshall Center surveys high school graduates about their plans for life after high school, high school experiences, and their family background
- The senior survey's purpose is to collect information related to successful outcomes in the literature but is not collected (or not consistently collected) by the school districts

# Student Futures Project

## Outcomes Data

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- RMC signed an agreement with the National Student Clearinghouse, allowing submission of FERPA-compliant directory information of regional high school graduates
- RMC, already in possession of TWC UI wage records under MOUs and DSA for several TWC funded projects, requested to use this information to link high school graduates to quarterly employment outcomes

# Texas Education Research Centers

- Texas legislature mandated the creation of the Education Research Centers (ERCs) in the summer of 2006
- RFP from state agencies release in January of 2007
- In August of 2007 three ERCs were established, each headed by an institute of higher education
- December 2007: Joint Advisory Board (JAB) rules established
- An interagency contract between RMC, UTD, TEA and THECB established remote-access of ERC data at RMC in early 2009

# Research in Texas

- The Joint Advisory Board (JAB) meets to approve proposals for research using the ERCs
- Members on the JAB include officials from TEA and THECB, several school districts, and private companies
- To use the data in the ERCs, projects must be approved by the JAB

# RMC's ERC Project

- Examines Central Texas and Texas high school graduate outcomes and factors associated with those outcomes
- Key question: How much does the data collected by the school districts differ from that within the ERC environment?
- Also an attempt to bring together ALL the administrative and survey data across sources to determine the extent to which the addition or removal of variables influences results of the analysis

# RMC's ERC Project

## SFP Variables

### Survey Variables

Parental Education\*

### District Variables

Graduation rank

HS math credit in MS

HS foreign language in MS

## Common Variables

Background Characteristics

Coursework

Extracurricular Activities

Community Effects

Outcome Variables

## ERC Variables

Background Characteristics

School Experiences

College Preparation

Outcome Variables

# Student Futures Project (WDQI)

- Spans three phases of work looking at 2008 and 2009 Central Texas and statewide graduates
- Phase 1 – Expanded outcomes for Central Texas to include workforce development services and Texas Vital Statistics through December 2010
- Phase 2 – Link with Texas Education Research Center records, extend outcomes through December 2011, and examine student pathways
- Phase 3 – Extend analysis to cohorts of graduates statewide through December 2012

# Key Lessons

- Changes in key personnel at state agencies can significantly impact approval for, and access to data
- State agencies should work together to develop a standard interpretation of FERPA laws, policies, and regulations
- Lack of common procedures makes access to data difficult, time consuming, and prevents getting a more complete picture of outcomes (WRIS2 and FEDES).
- Researchers enquiring about data access should work to triangulate the access points through informational interviews with other researchers who have successfully accessed data and by asking agency personnel how researchers have, in the past, accessed the data



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# Central Texas High School Graduate Outcomes

Postsecondary Enrollment, Employment,  
and Workforce Participation Rates for the  
Classes of 2008 and 2009

# Outcomes for 2008/2009 Central Texas HS Graduates

Summary outcomes for all graduates through December 2010

	2008	2009
<b>N</b>	11,576	12,234
<b>Ever Enrolled In-State</b>	64%	62%
<b>Ever Enrolled Out-of-State</b>	11%	9%
<b>Ever Employed (Texas)</b>	80%	77%
<b>Ever Filed UI Claims</b>	1.8%	0.8%
<b>Workforce Program Participation (Ever)</b>	1.7%	1.6%
<b>WIA</b>	1.0%	1.1%
<b>TANF E&amp;T(Choices)</b>	0.6%	0.5%
<b>SNAP E&amp;T</b>	0.2%	0.1%
<b>Never located</b>	6.9%	8.1%

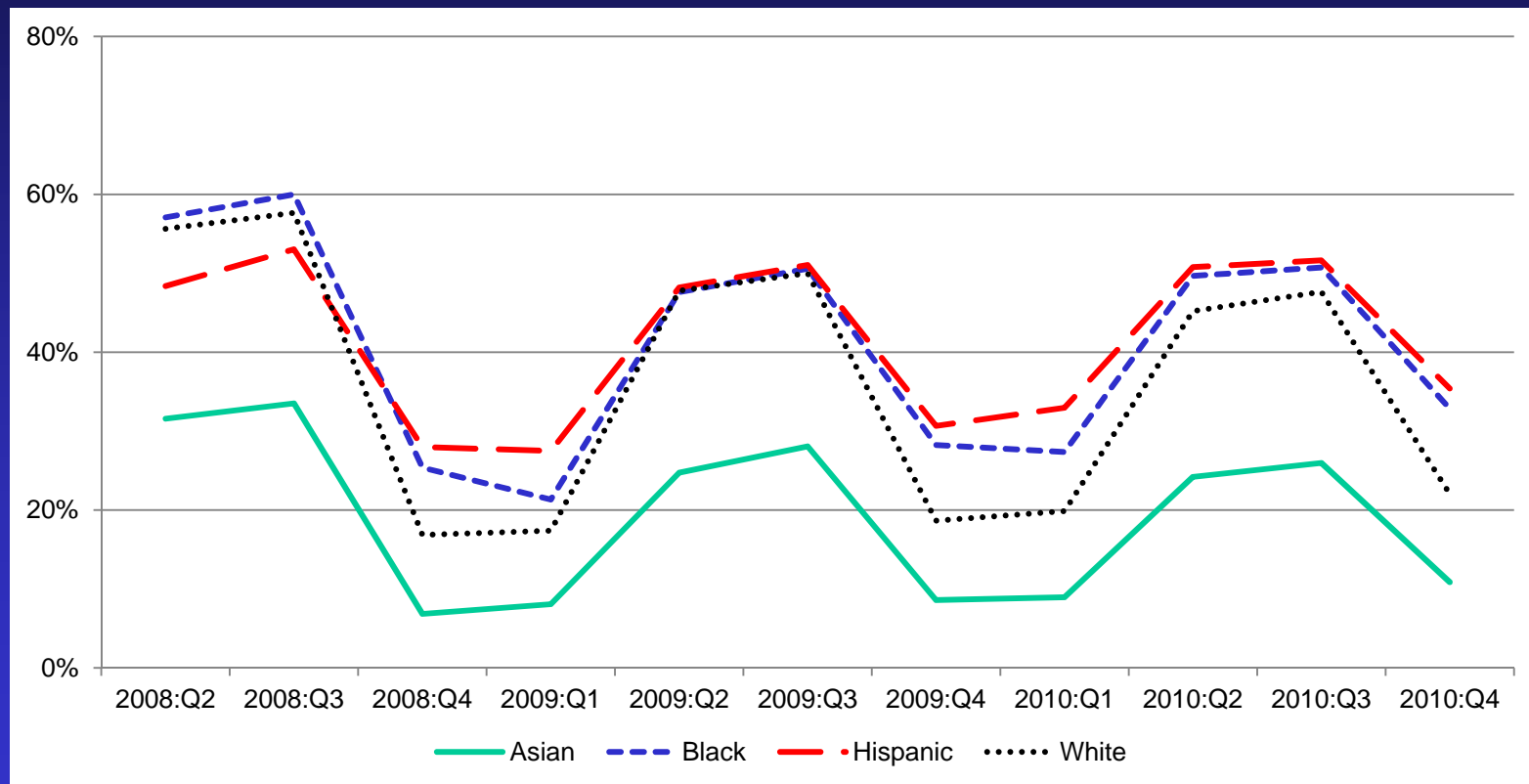
# Outcomes for 2008/2009 Central Texas HS Graduates

## Postsecondary experiences by Outcome

		Enrolled in-state	Enrolled out-of-state	Employed	UI Claims	Workforce Program Participation
2008	Enrolled in-state	7,404	403	6,226	109	75
	Enrolled out-of-state	403	1,277	938	8	7
	Employed	6,226	938	9,318	206	183
	UI Claims	109	8	206	206	12
	Workforce Program Participation	75	7	183	12	192
2009	Enrolled in-state	7,564	240	5,997	49	63
	Enrolled out-of-state	240	1,042	712	5	10
	Employed	5,997	712	9,388	95	177
	UI Claims	49	5	95	95	5
	Workforce Program Participation	63	10	177	5	200

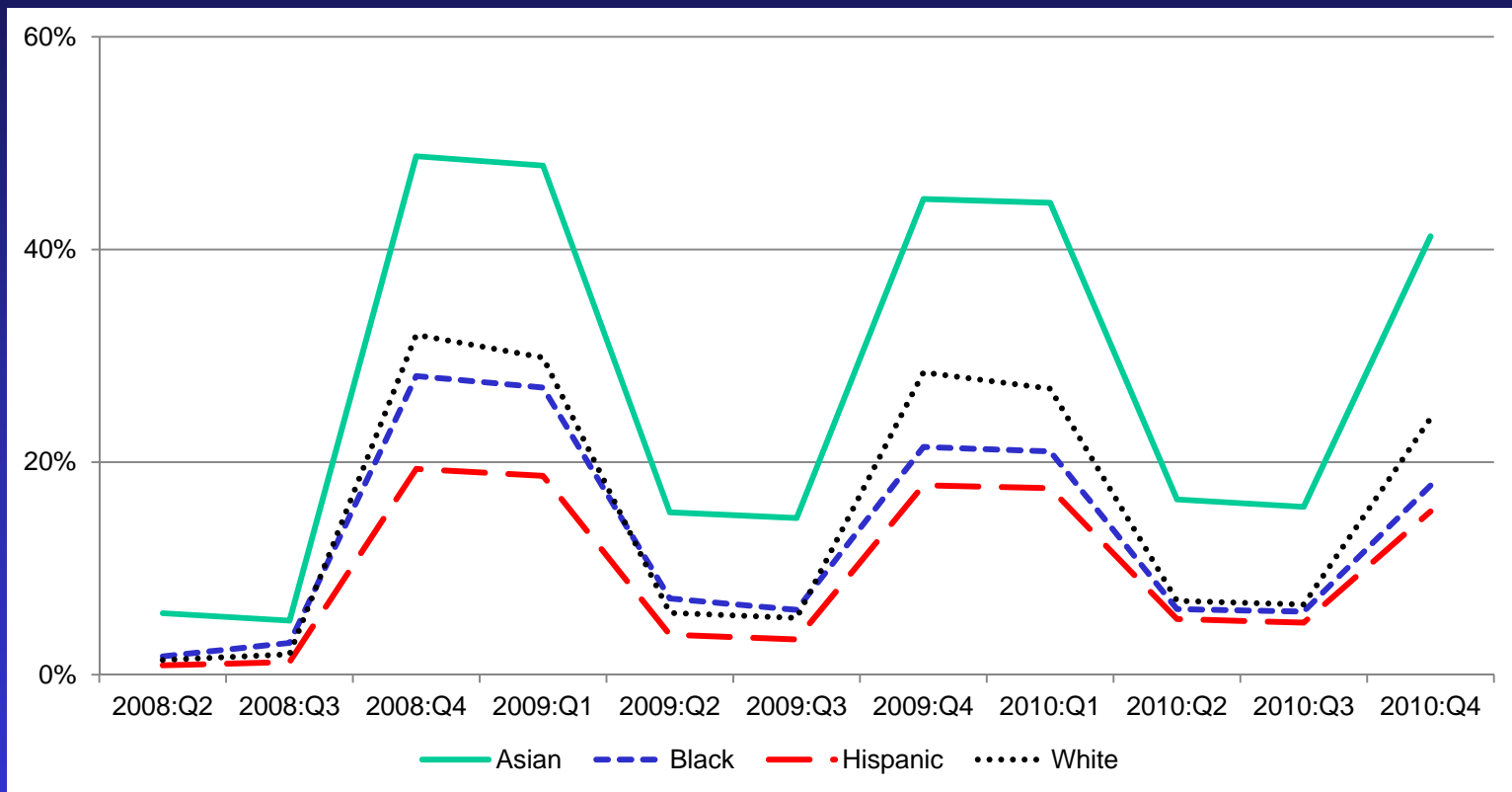
# 2008 Central Texas Graduate Outcomes by Race/Ethnicity

## Shares who were Employed Only, by Quarter



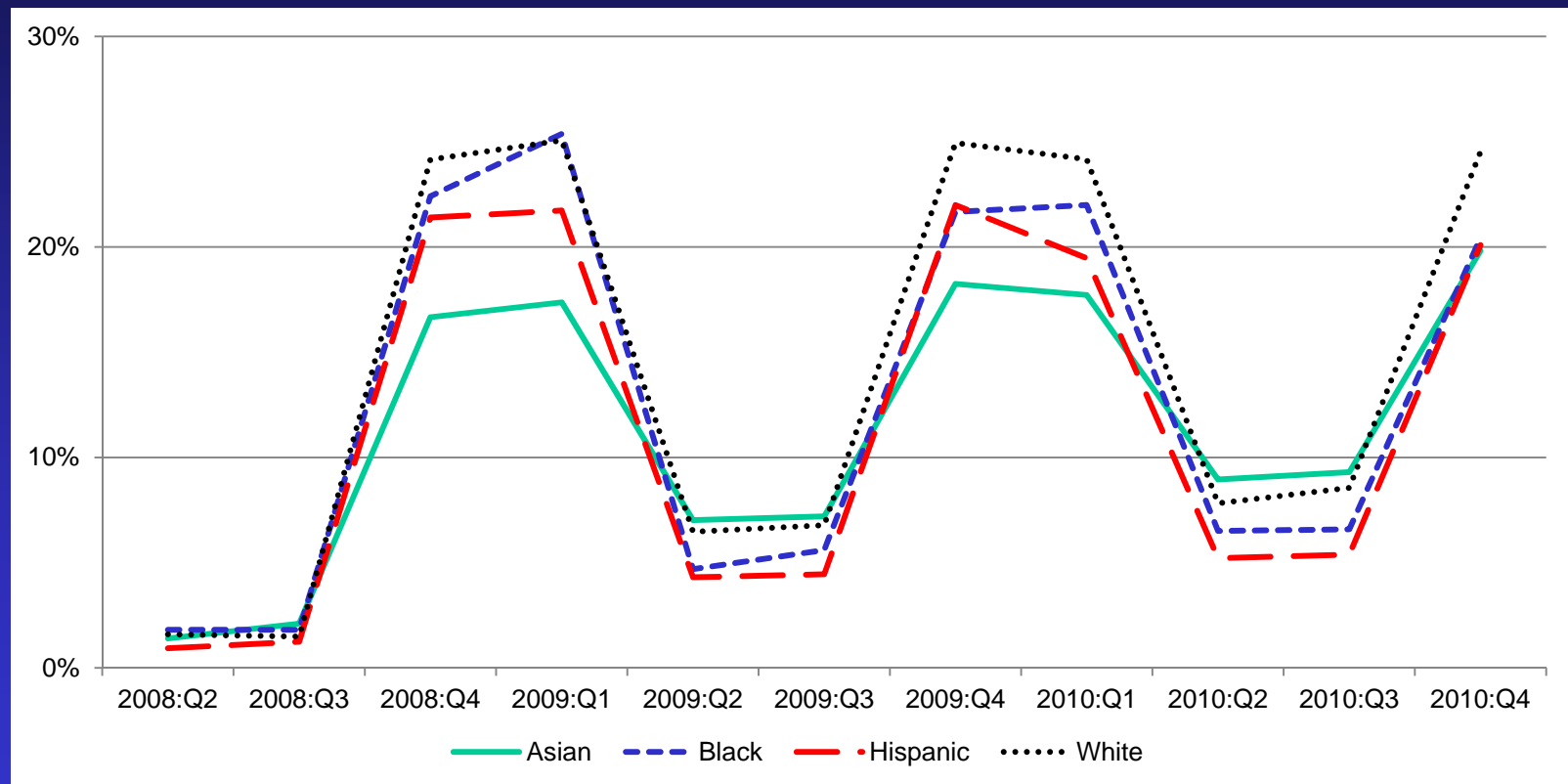
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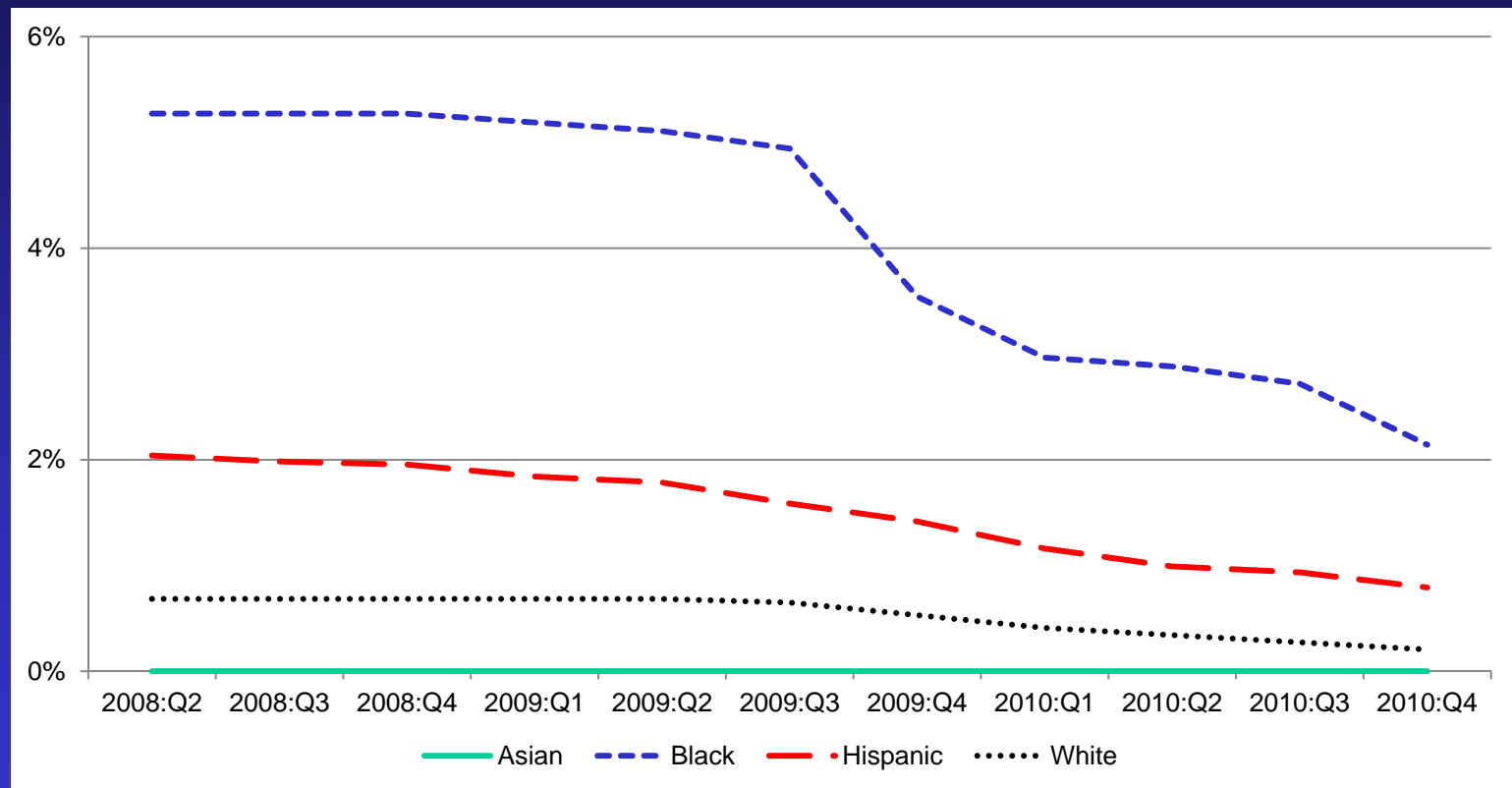
# 2008 Central Texas Graduate Outcomes by Race/Ethnicity

## Shares Enrolled and Employed in Texas



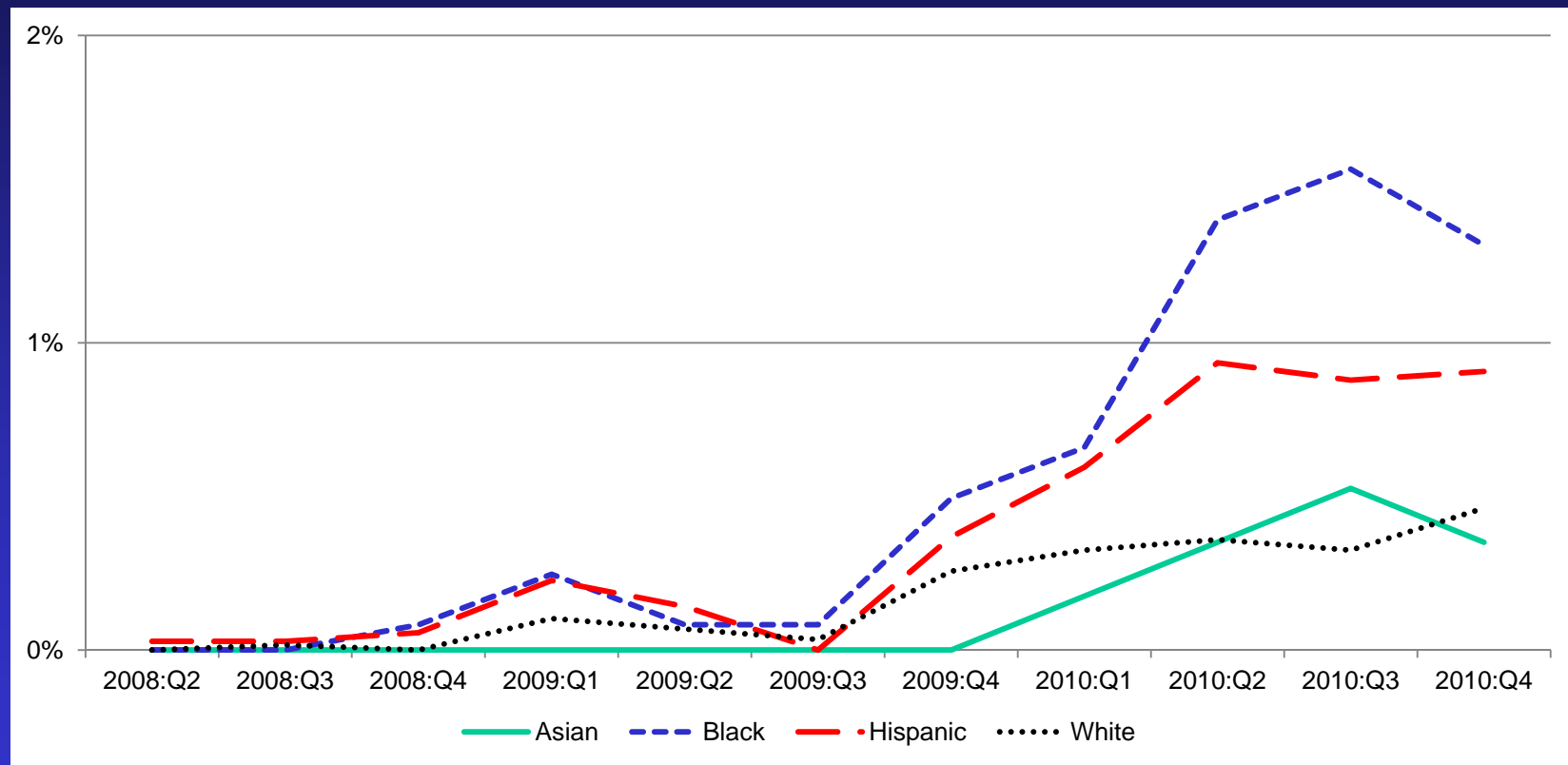
# 2008 Central Texas Graduate Outcomes by Race/Ethnicity

## Shares Participating in a Texas Workforce Program



# 2008 Graduate Outcomes by Race/Ethnicity

## Shares Filing Claims for UI Benefits in Texas





# Discussion

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- Suggestions for overcoming political and other obstacles to data access
- Potential multi-state collaboration for additional WDQI research with common data elements and methodologies, separate state-specific analyses