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Employment Results Scorecard Workplan (Single-State Consortium)

The **Ohio TechNet** consortium will create and employ an Ohio TechNet Career and Employment Scorecard both during the grant period and following the end of the grant. The development of the Scorecard will directly complement and support the work of the consortium-wide career navigators to inform students about potential career and employment opportunities. Using the results from the scorecard, participants in Ohio TechNet programs can be assured that they are enrolled in career pathway programs that are aligned with the needs of the labor market. In addition, the colleges will use the scorecard to establish continuous improvement processes designed to ensure that program offerings are aligned and current with the state's economy.

The Ohio TechNet Project Leadership Team will oversee implementation of the Career and Employment Scorecard Workplan, which will have five major components: 1) determining scorecard performance metrics; 2) obtaining data to populate the scorecard; 3) scorecard development; 4) using the scorecard for program participant guidance and continuous improvement; and 5) estimated costs.

1) Performance Metrics of the Scorecard

The Ohio TechNet Consortium has identified at eight performance metrics and is currently evaluating additional metrics to provide further insight for student guidance and continuous improvement. The identified performance metrics include:

- 1) Annual graduation rate for all students enrolled by program;
- 2) Employment rate of program completers by program;
- 3) Employment retention rate of completers;
- 4) Average earnings of completers by program;

- 5) Transfer rate for programs that have facilitating transfers as a substantial part of their mission;
- 6) Annual graduation rate of program completers by previous highest education;
- 7) Annual graduation rate of program completers by assessment scores; and
- 8) Employment rate of program completers by length of program.

The additional performance metrics under consideration are:

- 1) Employer ratings of program completers employed in a job associated with their TAACCCT program(s) of study (data to be collected on a quarterly basis);
- 2) Employer ratings on the role of the colleges in developing programs of study and interactions with college employees (data to be collected quarterly);
- 3) Student follow-up surveys after graduation and job placement to provide feedback to the colleges on the quality of services received and suggested improvements (data to be collected quarterly);
- 4) Faculty follow-up surveys on the respective program of study to solicit suggestions for program improvement (data to be collected on a semester basis);
- 5) Program retention rates (data to be collected on a semester basis);
- 6) Reporting of progress of students identified “at-risk” (data to be collected on a semester basis);
- 7) Survey data from students who dropped out of the program before completing the education plan; and
- 8) Surveys of the project WIBs on the performance of the colleges in meeting the needs of clients under their charge (data to be collected on a quarterly basis).

2) Plan to Obtain and Share Data

Ohio TechNet has partnered with the Ohio Department of Jobs and Family Services (ODJFS) to provide the evaluation team access to individual-level wage and employment retention data, reported on an aggregate basis. ODJFS maintains the State of Ohio's unemployment wage record database which includes all employment-related measures for evaluation and scorecard purposes and has established protocols that protect confidentiality. Upon award, the Governance Team will engage stakeholders in formalizing data collection activities and data sharing agreements that ensure student confidentiality and compliance with FERPA. Further, the Consortium will work with the ODJFS to explore the possibility of participating in the DOL-administered Wage Record Interchange System 2 (WRIS 2) for cross-state sharing of wage records. Furthermore, all Ohio TechNet Consortium partners have established procedures for surveying participants to obtain data related to the metrics above. Finally, to ensure comprehensive review of all TAACCCT-funded programs, the scorecard will be complemented by qualitative data gathered and analyzed by the project's third-party evaluator through their annual site visits and interviews with the member colleges.

3) Scorecard Development

Ohio TechNet will undertake a competitive procurement process to select a third-party vendor to develop and support a web-based tool for displaying the scorecard. Ohio TechNet has proposed a tentative timeline for the development and implementation of the Career and Employment Scorecard:

Fall 2014	Hire career navigators and finalize work plan.
Spring 2015	Convene stakeholders; finalize data sharing agreements; determine data points and collection sites; establish transfer procedures; staff get required training for data compliance
Summer 2015	Conduct first data transfer; troubleshoot any issues; research best practices for online implementation

Fall 2015	Engage web developer; finalize design and layout; staff get required training on usage of web
Spring 2016	Begin processing data for Scorecard; work with external evaluator to analyze and present results
Fall 2016	Preliminary data on performance metrics ready for deployment; stakeholders reconvene for any needed modifications
Fall 2016 – Fall 2018	Data are annually analyzed and updated on the web; outreach materials are created and distributed

4) Plan for Using the Scorecard for Participant Guidance and Continuous Improvement

Ohio TechNet will use the Scorecard Summary Data to evaluate which programs are successful; which programs need to be strengthened by additional support, funding or more intrusive career navigation; and which programs are ineffective and may need to be phased out.

5) Estimated Costs

Data from the Career and Employment Scorecard will be used to promote the DOL TAACCCT-funded programs at each of the institutions and to support participants engaging in career exploration. Outreach materials to be developed include the following:

- 1) Print and broadcast advertising
- 2) Design and printing costs for all print materials, such as newsletters, brochures and press releases, direct mail costs
- 3) Industry trade shows
- 4) Career Fairs
- 5) Presence on each consortium member’s web site

By establishing a presence on each member’s web site, the data scorecard can be updated regularly during and after the grant period using that college’s data, as well as statewide data obtained from the ODJFS. The estimated costs for these activities will be \$112,500.