

Employment & Earnings Survey

If you “ruled the world” – based on what you know, what do you think has a better chance of improving these follow up results statewide? More emphasis on getting more students to respond to the survey – or providing more student level personal information such as SSN? What are the advantages of your choice?

Resources:

- [Statewide Federal Table 5 data from PY 2016-17 to PY 2019-20](#)
- [Statewide Employment & Earnings Survey results through PY 2020-21](#)
- [Comparison to national averages on NRS Table 5](#)
- [Comparison to other “large states”](#)
- [Detailed results comparing survey responses vs. results from data match](#)

History:

Reporting follow up outcomes for exited students has been required for all states since the inception of WIA in 1998. The federal National Reporting System (NRS) uses Federal Table 5 to report follow up outcomes for students that get a job, increase wages, and enter post-secondary.

For the first 4-5 years of WIA, CA follow up data reported to the NRS was minimal, and had little impact on most CA WIA II agencies -- as the state relied exclusively on data match to report Table 5 results to the NRS. The statewide data match had many of the same shortcomings then that it has today – that is, reliance on use of personal data such as SSN -- when many students either don't have SSN, or have one but aren't willing to share this information.

Around PY 2004-05 the state sharpened focus on core performance follow up data in response to urging from OCTAE. CA WIA II agencies were required to complete a core performance follow up survey for students assigned a goal of get a job, retain a job, and enter college. This process moved slowly for a few years, until PY 2007-08 -- when the state developed standardized survey forms, and more reports were added to TOPSpro software to facilitate better follow-up reporting.

2012 introduced the “NRS cohorts” system at the federal level. Instead of using goals to identify students for follow up, the NRS developed detailed criteria, based on student demographics, education, and labor force status to automatically identify students for follow up. It also included “random sampling” of these qualifying students to reduce the overall number that needed follow-up.

The implementation of WIOA in 2016 marked the end of the NRS cohorts system, and random sampling. WIOA requires that all exited students need follow up, and has criteria that is much more detailed than for WIA. In response, when WIOA started, OCTAE strongly encouraged all states to use data matching for reporting Table 5 outcomes, noting that during WIA, states that did data match generally performed much better than states that relied on a follow up survey. For the first year of WIOA, CA used data match exclusively for outcomes on NRS Table 5, with the same state level issues, related to student confidentiality and reliance on SSN when many students don't have SSN, contributing to very low match rates. After one year of very low follow up results, OCTAE strongly encouraged CA to improve, and CA responded with the development of the Employment & Earnings survey wizard in TE, used by all CA WIOA II agencies today.

Questions for Consideration:

- How does your agency compare to the statewide response rate averages on the Employment & Earnings survey?
 - If your agency does better than most – can you identify any positive practices at your agency that might explain why you perform better?
 - If your agency has the same low response rate, or performs worse – what are a few reasons why?
 - If response rates are low... has your agency spent any time as a team discussing and troubleshooting this? Why or why not? If so, what reasons have been identified?
- Does your agency allow or encourage students to provide their Social Security Number for entry into TE for data matching?
 - If this is authorized, do you simply “allow it to happen” or is there a concerted effort to encourage students to provide it?
 - If so, does your agency have a specific protocol to protect use of confidential student information?
 - Either way – if this is allowed, do students usually “comply” and provide SSN, or do you encounter a lot of resistance?
 - If this is not authorized– is this because your district has a strict policy against using confidential student information – or for some other reason?
 - If not – has your agency given any further consideration to including SSN in your agency’s TE data in the future?
- What can the CDE, CCCCO, and other state level agencies do to make this process easier for your agency and students?
- ***If you “ruled the world” – based on what you know, what do you think has a better chance of improving these follow up results statewide? More emphasis on getting more students to respond to the survey – or more emphasis on encouraging the use of student SSN? What are the advantages of your choice?***

Future Forecast Activity

- It's 2032
- You're receiving top honors from the National Center for Best Practices Across All Sectors (NCBPAEO)
- There is an award ceremony
- You must present a brief verbal or visual acceptance presentation

Work in your teams to develop your acceptance presentation.

- What were some key barriers you overcame to achieve this success?
- Who is responsible for your success in addressing these challenges?