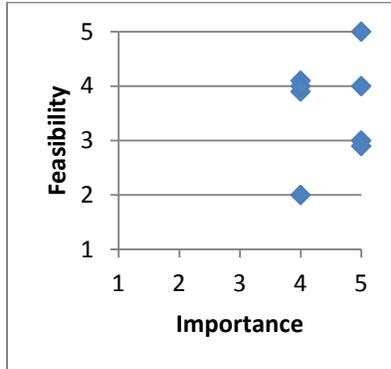# Data Driven Action Stakeholder Group Recommendations

Create a system for measuring collective impact across programs and communicating that impact relative to the scale of need

What critical problem does this recommendation address?

Proves effectiveness, encourages funding, changes perception about the city and its service providers, demonstrate accountability and progress.

What existing assets support this recommendation?

- Good potential for creating a baseline
  - Detroit Fund evaluation is collecting cross program data right now
  - NEI Evaluation also has cross program data
- State is launching a longitudinal data system that would track people from education through work

**What barriers are there to achieving this action?**

- Hard for individual programs to get some data they want from the state (for instance, wage records on program completers)
- Who would be responsible for ongoing collection and updating
- Time commitment for organizations to provide data
- Need to be clear what can be measured – probably can't get unduplicated counts, for instance

Based on the average rating of your stakeholder group for these two factors, how:

IMPORTANT is this issue?   4.5   FEASIBLE is acting on the recommendation?   3.6

Increase employer engagement to understand skill and hiring demands on an ongoing basis rather than one-off
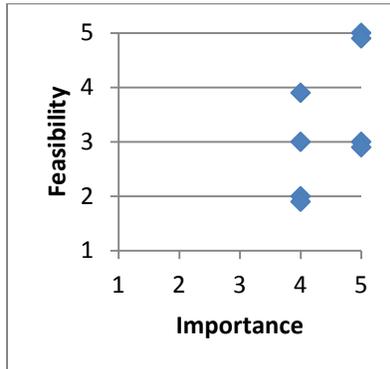
What critical problem does this recommendation address?

Improves alignment between education and training programs and services and employer need. Builds confidence in employers that their needs can be met if they bring jobs to area. Ensures that no jobs are "left on the table" for lack of skilled workers.

What existing assets support this recommendation?

- Data is already being collected by a number of different entities – Chamber, Automation Alley, industry associations
- Area of focus for WIN
- Real time LMI can provide this data without needing to engage employers directly
- Private orgs such as the Chamber are becoming more interested in what the public system has to offer and working with them

What barriers are there to achieving this action?

- There is no system in place to get information from those who are collecting it to those who need to use it
- Existing data collectors may be unwilling to share/ lack incentives to do so
- Employers may be fatigued from too much contact, and have negative perception of value of public system, thus may not be willing to engage

Based on the average rating of your stakeholder group for these two factors, how:

IMPORTANT is this issue?   4.5   FEASIBLE is acting on the recommendation?   3.4

Create a system that promotes shared participant data/case management data across organizations.

Data could include: previous or current program enrollments and outcomes, support services needed/received, skills and education of participants (perhaps via resumes), residence location
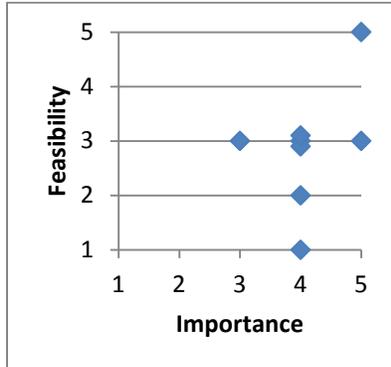
What critical problem does this recommendation address?

Improves referrals, improves understanding of workforce supply, allows program administrators to make better decisions about program offerings (for example, can see large number of enrollments in certain type of program, but low placement rate, thus indicating market saturation).

What existing assets support this recommendation?

- Data is already collected in a number of places, although data isn't universally accessible. Examples include:
  - OMSIS
  - Earnings to Outcomes
- Potential Talent bank improvement to allow retrieving data, not just entering it
- Examples of existing networks that share data, such as the Centers for Working Families and LearningLabs

What barriers are there to achieving this action?

- Data entry systems have a steep learning curve
- Existing software solutions are highly customized and don't talk well to each other
- Time consuming to enter data
- Data privacy laws may prohibit certain kinds of sharing
- Performance measures may be a disincentive to share data with another program, concerns about who gets placement credit, for example

Based on the average rating of your stakeholder group for these two factors, how:

IMPORTANT is this issue?   4.1   FEASIBLE is acting on the recommendation?   2.9

Comparison of Recommendation Scores