WEI Data Projects for Continuous Improvement

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Learning Objectives / Outline

- ➢ WEI Data Projects
- ➢ Evaluation
- ➢ Role of the WEI Coaches
- ➢ Community of Practice
- ➢ Equity-Focused Trainings

- ➢ Reflection Pauses & Questions

Supporting Continuous Improvement

➢ Data, Data, Data!
➢ WEI Reporting Requirements
➢ Overlapping Grants
➢ Quarterly Narratives, Financials, Supplemental Data Sheet
➢ Closeout Performance, Financial, Demographic, Supplemental

Quarterly Summary Reports

➤ Helpful for Benchmarking
➤ Tracking Progress Against Consortium Targets
➤ Aggregate Data – College Reported and Student Self-Reported
➤ Keeping Data Consistent
➤ Lessons Learned
➤ Coach Use of Reports

WEI | WORKFORCE EQUITY INITIATIVE

Dear WEI Consortium, please see below for a Year 3 Q6 Summary Report on the FY22 WEI Grant. These figures are based on your Q6 Reports. Let Dawn know if you see errors.

Y3 Q6 SUMMARY REPORT FOR FY22 WEI GRANT

➤ Q6 – grant period is from December 1, 2021 through March 31, 2023
➤ Year 3 (FY22) Grant ends June 30, 2023
➤ Next Report (Q7) is due July 31, 2023; Closeout Reports due August 30, 2023
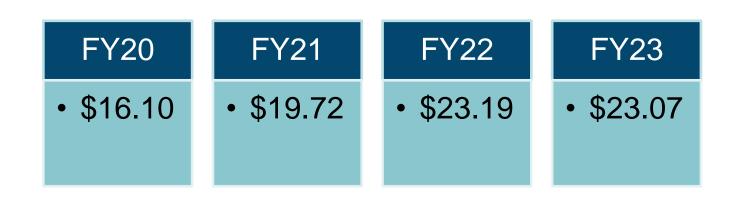
SUMMARY REPORT CONTENTS

1. Snapshot of WEI Outcomes – all three grants
2. FY22 College Dashboards – Outcomes as of Q6 (through March 31, 2023)

1. Snapshot of WEI Outcomes - FY20, FY21, and in progress figures for FY22

Monitoring Progress, Year-End Results

Consortium Metrics Targets (60%) Listed	FY20 Results (at closeout)	FY21 Results (at closeout)	FY22 In Progress (will end 6/30/23)
Enrolled Participants	3,209	3,323	3,126
Credentials	2,526	3,613	2,851
60% African American Students	76%	71%	73%
60% Completers (at time of report)	60%	62%	64%
60% Completers Employed	65%	70%	54%
Average Hourly Wage	$17.69	$20.39	$20.44
Average Cost Per Student	$5,565	$5,227	$4,417

Tracking Living Wage Outcomes

- ➢ MIT +30% Target
- ➢ Data Sheets
- ➢ Program Admins
- ➢ Leadership Meeting
- ➢ Coach Meetings
- ➢ Revised Portfolio Mix of Training Programs
- ➢ Continuation Plan

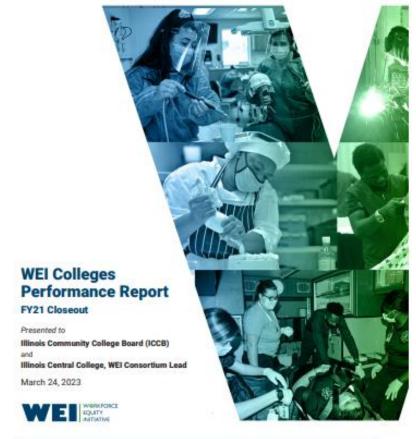| FY20	FY21	FY22	FY23
• $16.10	• $19.72	• $23.19	• $23.07

Reflection:

➢ Are there any questions/suggestions regarding WEI's quarterly reporting procedures?

Evaluation Projects

- ➢ NIU – CGS
- ➢ Recommendations to ICCB (March)
  - ➢ Fiscal Year Alignment
  - ➢ Consistent Measurable Goals
  - ➢ Disaggregated Data Analysis to Explore Equity Goals
- ➢ College Performance Report (May)
  - ➢ Closeout Analysis
  - ➢ Promising Practices

WEI Colleges Performance Report

FY21 Closeout

Presented to

Illinois Community College Board (ICCB)
and
Illinois Central College, WEI Consortium Lead

March 24, 2023

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Reflection: Pause to Review NIU's College Performance Report

➢ Are there any questions that we can answer for you?

Disaggregated Data Project

- ➤ NIU – CGS, ICCB, and IDES
- ➤ WEI Flag – Slice of Date
- ➤ Total Student Records: 3,518
  - ➤ Credit Students 2,677
  - ➤ Non-Credit Students 414
  - ➤ Both 427
  - ➤ Wage Matches for 2/3 of Records

Disaggregated Data Project

➢ Potential Research Questions:
  ➢ Is there a significant difference in completion rates based on students' characteristics (e.g., race/ethnicity, sex/gender)
  ➢ Is there a significant difference in employment rates based on students' characteristics (e.g., race/ethnicity, sex/gender)
  ➢ Is there a significant difference in income amount after program completion based on students' characteristics (e.g., race/ethnicity, sex/gender)
  ➢ Are certain students more likely than others to enter a specific training program? For example, are female students more likely to enter healthcare training programs?
  ➢ In what industry(ies) are most students receiving training?

Technical Assistance – WEI Coaches

➢ Coaches Use of Data for Continuous Improvement
➢ Advise Portfolio of Colleges
➢ Help to Onboard New Consortium Members
➢ Share Innovative Practices
➢ Celebrate Achievements and WEI Students

Dr. Rebecca Lake

Dr. Akemi Bailey-Haynie

Other Tools for Continuous Improvement

Based on Allan, B. (2008). Knowledge creation within a community of practice

Reflecting on Improvements Made

➢ Leadership Support
➢ Building Cultural Competence and Equity-Focused Plans
➢ Impacting Institutional Change
➢ Increasing Completion and Employed Rates
➢ Adopting Innovative Practices Across Colleges to Remove Barriers for Students
➢ Sharing Curriculum and Training Program Ideas
➢ MIT +30% Analysis / Review of Academic Programs
➢ Onboarding New Staff / Participating Colleges
➢ Using Data as a Coaching Tool

Suggestions For Us Questions

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Thank You for Attending the Session!