

DATA ELEMENTS

NCSAB SPRING 2021 VIRTUAL CONFERENCE

MAY 5, 2021

RehabData Workgroup Presenters

▶ Christopher Pope

- Chief, Data Collection and Analysis Unit, [RSA](#)

▶ Rachel Anderson

- [VRTAC-QM](#) Program Director, San Diego State University

▶ Natasha Jerde

- Director, [State Services for the Blind](#), Minnesota

VR Program: WIOA Annual Reports

PY17	PY18	PY19, PY20, and Beyond
MSG Rate	MSG Rate	MSG Rate
	Employment Rate Q2	Employment Rate Q2
	Median Earnings Q2	Median Earnings Q2
		Employment Rate Q4
		Credential Attainment Rate

Effectiveness in Serving Employers: *Piloted Measures*



VR Program: Performance Negotiations

- ▶ For the first time, RSA negotiated performance goals with VR programs (statewide) for PYs 20 and 21 on MSG Rate only.
 - RSA used PYs 17 and 18 as baseline and a Statistical Adjustment Model.

	PY20 Average	PY21 Average	PY20 Range	PY21 Range
Expected Level	23.7	27.8	1.0 to 62.2	2.0 to 62.2
Negotiated Level	25.1	29.8	14.0 to 50.0	15.0 to 56.0



VR Program Trends: Process

PY	2017	2018	2019
Applicants	473,609 B: 9,125	447,282 B: 7,962	361,684 B: 6,659
Eligible Individuals	414,531 B: 7,752	398,209 B: 6,884	338,023 B: 6,091
Eligible Individuals Receiving Services under IPE	932,835 B: 24,613	896,528 B: 24,403	872,862 B: 23,775



VR Program Trends: Employment Status at Exit

PY	2017	2018	2019
Individuals Exiting with Employment Outcome	152,425 B: 3,887	142,721 B: 3,410	128,892 B: 3,095
Individuals Exiting without Employment Outcome	156,683 B: 3,356	157,293 B: 2,936	151,926 B: 3,359
Employment Rate	49.3% B: 53.1%	47.6% B: 53.0%	45.9% B: 47.3%



VR Program Trends: Employment Outcomes

PY	2017	2018	2019
Median Hourly Wages	\$10.50 B: \$12.00	\$11.00 B: \$13.00	\$12.00 B: \$13.75
Median Hours Worked per Week	30 B: 35	30 B: 35	30 B: 35



VR Program: WIOA Performance Data (All VR Agencies)

Participant Information	PY 17	PY 18	PY 19
Total Participants Served	932,835	896,528	872,862
Number of Participants Receiving Career Services	732,077	744,777	698,773
Funds Expended on Career Services	\$1,137,680,343	\$1,088,353,317	\$1,003,773,358
Cost per Participant on Career Services	\$1,554	\$1,461	\$1,436
Number of Participants Receiving Training Services	287,453	295,175	264,663
Funds Expended on Training Services	\$696,517,362	\$684,929,093	\$499,931,301
Cost per Participant on Training Services	\$2,423	\$2,320	\$1,888
Total Participants Exited	311,748	295,165	280,593
Co-Enrollment Percentage	15.5%	11.1%	8.6%



VR Program: Barriers to Employment (All VR Agencies)

Barriers to Employment	PY 17	PY 18	PY 19
Displaced Homemakers	36,852	13,033	11,708
English Language Learners, Low Levels of Literacy, Cultural Barriers	299,520	280,525	270,519
Exhausting TANF within 2 Years	13,412	11,596	10,456
Ex-offenders	74,541	76,969	77,665
Homeless individuals/runaway youth	44,491	24,204	23,490
Long-term unemployed	348,558	354,067	350,335
Low-Income Individuals	454,702	449,786	437,091
Migrant and Seasonal Farmworkers	2,602	10,582	4,986
Individuals with Disabilities	928,198	896,489	872,862
Single Parents	50,027	50,707	52,365
Youth in Foster Care/Aged out of System	21,190	19,109	20,773



Performance Indicator Results

WIOA Primary Indicators of Performance	PY 17	PY 18	PY 19
MSG Rate	21.1% B: 30.5%	23.4% B: 28.5%	31.4% B: 51.5%
Number of Participants Earning an MSG	43,496 B: 1,217	53,970 (+24%) B: 1,324 (+8%)	80,988 (+33%) B: 2,742 (+51%)
Credential Attainment Rate	N/A	N/A	11.2% B: 11.2%



Other Measures That Matter: #5

	PY 19
Total Participants	All: 872,862 B: 23,775
Number of Participants in MSG Rate Denominator	All: 257,606 B: 5,322
Percent Eligible to Earn an MSG	All: 29.5% B: 22.4%



MSG Breakdown

MSG Type	PY 17	PY 18	PY 19
EFL	1,513 B: 70	1,575 B: 22	2,006 B: 24
Secondary School Diploma	20,412 B: 298	22,779 B: 376	30,449 B: 988
Secondary/Postsecondary Transcript	18,445 B: 805	25,090 B: 843	42,202 B: 1,636



MSG Breakdown continued

MSG Type	PY 17	PY 18	PY 19
Training Milestone	712 B: 90	2,109 B: 86	3,827 B: 97
Skills Progression	4,880 B: 111	5,186 B: 90	7,065 B: 104
Total	45,962 B: 1,374	56,739 (+29%) B: 1,471	85,549 (+34%) B: 2,849 (+49%)



Performance Indicator Results (continued)

WIOA Primary Indicators of Performance	PY 17	PY 18	PY 19
Employment Rate – Q2 after Exit	N/A	50.4% B: 40.6%	51.3% B: 40.4%
Number of Participants Employed – Q2 after Exit	N/A	147,768 B: 2,432	144,938 B: 2,584
Median Earnings – Q2 after Exit	N/A	\$3,875 B: \$5,864	\$3,931 B: \$6,206
Employment Rate – Q4 after Exit	N/A	N/A	43.6% B: 36.6%
Number of Participants Employed – Q4 after Exit	N/A	N/A	129,692 B: 2,245



Secondary and Postsecondary Education (Blind VR Agencies)

	PY 17	PY 18	PY 19
Total Participants	24,613	24,403	23,775
Community College/Associates Degree	579	518	471 1.9%
4-Year College/Bachelor Degree	1,956	1,876	1,729 7.2%
Graduate School	375	363	384 1.6%
Enrolled in Secondary Education	1,104	1,140	1,496 6.3%
Enrolled in Program Leading to Credential	4,021	4,683	5,379 22.6%



Pre-Employment Transition Services (All VR Agencies)

Students with Disabilities (SWD)	PY 17 Number/ Percent	PY 18 Number/ Percent	PY 19 Number/ Percent
Number of SWD Reported	525,958	638,601	682,237
Number of SWD Received a Pre-ETS	179,716	248,336 +38%	247,926 -0.2%
Percent of SWD Reported Who Received a Pre-ETS	34.2%	38.9%	36.3%
Number of Potentially Eligible SWD Who Received a Pre-ETS	85,245	137,780 +62%	144,346 +5%
Number of SWD, who Applied and Received a Pre-ETS	94,471	110,556	103,580
Percent of SWD, who Applied and Received a Pre-ETS	52.6%	44.5%	41.7%
Total Pre-ETS Provided	747,837	1,227,841 +64%	1,349,877 +9.9%



Pre-Employment Transition Services (Blind VR Agencies)

Students with Disabilities (SWD)	PY 17 Number/ Percent	PY 18 Number/ Percent	PY 19 Number/ Percent
Number of SWD Reported	8,889	8,509	8,299
Number of SWD Received a Pre-ETS	3,258	3,288	3,261
Percent of SWD Reported Who Received a Pre-ETS	36.60%	38.64%	39.29%
Number of Potentially Eligible SWD Who Received a Pre-ETS	1,121	759	733
Number of SWD, who Applied and Received a Pre-ETS	2,137	2,529	2,528
Percent of SWD, who Applied and Received a Pre-ETS	65.50%	76.90%	78.00%
Total Pre-ETS Provided	15,766	19,246	20,335



VRTAC for Quality Management

VRTAC-QM technical assistance, resources, data analysis projects

VRTAC-QM Technical Assistance

▶ Training

- WIOA Performance Accountability System, Performance Indicators, Reporting (e.g., RSA-911, ETA-9169), service provision, etc.

▶ VR Management

- Policy and procedures, internal controls, data validation (supporting documentation), quality assurance, program evaluation and improvement, etc.

▶ Data Analysis/Performance

- Tools and resources, performance calculations, progress tracking, data analysis, data comparisons (QM/states), analyzing reports and CMS gaps, training teams, etc.



Case Management Systems (CMS) vs RSA-911 Data

What is the difference between VR agency CMS vs RSA-911 Data?

Examples: Identifiable Information

Case Management System (CMS)

- ▶ Personal Identifiable Information (PII) – for example:
 - Name, address, Social Security Number (SSN), birth date, phone number, email address
- ▶ Other personal records – for example:
 - Disability records, internal communications, progress reports
- ▶ Unique Identifier (UI) & agency case number

RSA-911 Quarterly Report

- ▶ Unique Identifier (UI)
 - Used to calculate the count of unique program participants
 - Allows RSA to communicate with VR program without the exchange of PII
 - The UI is solely used when an individual does not have or chooses not to provide an SSN
 - SSN is reported only once to RSA with the UI – following reports only include the UI
 - UI follows the individual – meaning if an individual has multiple periods of participation, the UI will not change. Also, should be the same when receiving services from blind and general VR programs

Examples: Educational Information

Case Management System (CMS)

► Performance Data

- Enrollment (CA (Y/N) & MSG denominators (date))
- MSG interim progress (type/date), disenrollment (date)
- Credential Attainment (type/date), disenrollment (date)
- Case notes/file documentation
- Supporting documentation (this may be in a hard file case record and not in the CMS)

► Other (including logic/conditions)

- Historical education achievements
- Special Education – Certificate of Completion
- Some post-secondary education with no credential achievement
- Name of school, enrollment type (e.g., part time, full time, credit year), interim progress not related to MSG
- Education data – for purposes of meeting the definition of a student with a disability in order to receive pre-employment transition services
- IPE – employment goal, planned services with estimated time frames (including education services/objectives), client/counselor signatures, dates, responsibilities and outcomes, etc.
- Various reports, dashboards, widgets, etc.

RSA-911 Quarterly Report

► Performance Data

- Enrollment (Credential Attainment (Y/N) & MSG denominators (date))
- MSG interim progress (type/date)
- Credential Attainment (type/date)
- Disenrollment/Completion MSG (date)

► Other

- Historical education achievements
- Special Education – Certificate of Completion
- Some post-secondary education with no credential achievement
- Individualized Plan for Employment – date of initial IPE (may or may not include education services), services provided

Analyzing Agency Performance Data

Performance Data:

- Published Title IV Annual Report Performance Data
- Program specific data (General and Blind VR agencies)
- Quarterly report progress (using performance calculations)
- Real-time participant/counselor data vs agency performance rates

What's missing?

- Enrollment/Denominator data
- Other measures that matter (including state/program specific)
- Blind and General agency understanding, collaboration and data analysis consistency



Analyzing Counselor/Participant Data

Performance Data:

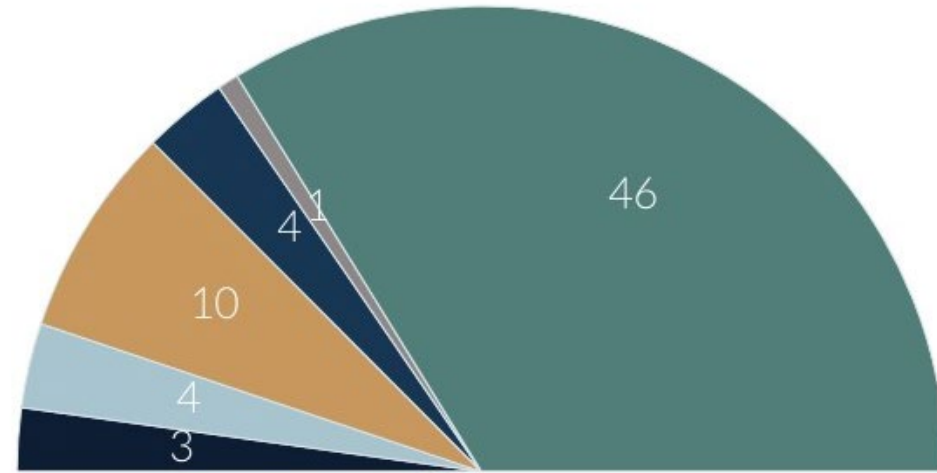
- Counselor dashboards and/or widgets to help counselors track participant progress and performance data
- Supervisor/Management dashboards and/or widgets to help track staff progress and agency performance targets
- Timeliness, service provision, outcomes at exit and post-exit success – CMS tools for progress including actual participant outcome data

What's Missing?

- Accessible tools? Data visualization tools? Excel? Knowledge & training? RSA-911 or performance calculation understanding?
- Understanding of Apples-to-Apples data
- Data Validation/Quality Assurance

MSG Progress

Caseload: 1234



EFL



Secondary
School
Diploma



Transcript
or Report
Card



Training
Milestone



Skills
Progression



No MSG

Basic Level Data

Performance Data:

- Use the RSA-911 excel file
- Add data to excel from the CMS to track performance, develop charts, analyze progress overtime
- Run reports from CMS, RSA-911 and performance projections and share with staff regularly (develop a system)
 - By caseload
 - By division
 - By office

What's Missing?

- Basic training in excel (learn as you go)
- Network of peers (connect with others in similar roles)
- Technical Assistance (e.g., RSA/VRTAC-QM)



Things to Consider

- ▶ What data are you trying to analyze?
 - VR Counselor performance? Regional office performance? Participant performance? Timeliness? Service Provision?
- ▶ Are you looking for real time 'dynamic' data or 'static' data that is published to inform or report on the agency?
 - Current number of VR program participants enrolled in an education program vs the number of VR program participants enrolled in an education program, who exited the program, and are included in the credential attainment performance rate for the agency/state
- ▶ Stay current with national information
 - RehabData Workgroup Tools, RSA data, VRTACs

Annual Report (ETA-9169)

How do agencies analyze Blind VR agency (or blind divisions in a Combined VR agency) data that is published at the State level?

Recommendations

- ▶ Learn the performance calculations and cohort timelines associated with performance rates
 - Ensure understanding, use and coding aligns with the general agency
- ▶ Align definitions, policies and methodologies with the general agency
 - Regular meetings to ensure consensus on Title IV data
- ▶ Use consistent methodologies with the general agency in calculating data that RSA does not populate
 - Follow federal guidance (stay up to date!)
- ▶ Understand how federal data is calculated and represented, while adding detail and value through additional agency data
 - For example – additional race/ethnicity data, gender categories, primary/secondary disability category data representation

Minnesota State Services for the Blind

- Utilizing data to manage your performance
 - “Grow Your Own” data analytics and quality assurance team
 - Some not-so-fancy tools
 - Small Agency = Big Opportunity
- General VR agency partnership
- Blind VR agencies are a leader in performance.

What's Next

► Performance Results for PY 2020

- VR agencies are submitting PY20Q3 reports by May 15, 2021.
- VR agencies will submit PY20Q4 reports by August 15, 2021.
- VR programs will submit WIOA Annual Reports by October 1, 2021.
- RSA will share performance results in early 2022.

► Performance Goals for PYs 2022 and 2023

- In March/April 2022, RSA will share Statistical Adjustment Models and VR programs will submit *expected levels of performance* for all five indicators in the PY22 State Plan modifications.
- RSA will establish *negotiated levels of performance* with each VR program before July 1, 2022.

More of What's Next

▶ Effectiveness in Serving Employers

- DOL published the [evaluation of the pilot](#). The pilot is continuing in PY 2020 and will continue in PY 2021.
- In DOL's Fall 2020 Unified Agenda, it signaled a joint NPRM defining the measure in September 2021.
- DOL and ED will release Spring 2021 Unified Agendas soon with more information related to the timeline.

▶ RSA-911 Edit Checker

- RSA is planning to make our edit checker available year-round. Stay tuned for more information.

Please Use the Chat

RehabData Workgroup: Future Projects

- ▶ **Data Quality:** Could we help VR agencies, in some way, enhance VR agency data quality efforts?
- ▶ **Data Literacy:** Could we help VR agencies, in some way, build upon the data literacy of VR professionals?
- ▶ **Data Use:** Could we help VR agencies, in some way, better use existing data (like the dashboards) at the State and local levels?
- ▶ **Data Training:** Could we help VR agencies, in some way, develop evergreen training for VR professionals?
- ▶ **Performance Goals:** Could we help VR agencies, in some way, prepare for establishing performance goals for all five WIOA indicators in PYs 2022 and 2023?

Feedback for RehabData Workgroup

Performance Resources

- ▶ [VR Program WIOA Annual Reports \(PYs 17, 18, and 19\)](#)
- ▶ [ESE Indicator Crosswalk for VR Program](#)
- ▶ [MSG and Credential Attainment Guides; Credential Scenarios](#)
- ▶ VR Program's [MSG Statistical Adjustment Model](#)
- ▶ [RSA-911 Training Series \(PD 19-03\)](#)
- ▶ [PD 19-03 Implementation Checklist](#)
- ▶ [Reporting MSG Data in PY20](#)
- ▶ [RehabData Workgroup](#)
- ▶ [VRTAC for Quality Management \(VRTAC-QM\)](#)