Economic and Workforce Development Subcommittee Meeting Minutes

November 7, 2019
8:30am – 10:00am

Meeting Attendees:	Neil Carlson, Adriene Pendery, Betty Beth Johns, Daniel VanderMolen, Shea Johnson, Angel, Sara Magnuson, Tia Zeien, Louanne McIntyre, Tawana Brown, Bob McKown, Chad Patton, Jamon Alexander, Aaron Estrada, Jennifer Summers, Lorena Aguayo-Marquez, Dan Mitchell, Sharlene Organ, Angie Bernal, Lisa Venema, Giuliana Estrada, Valerie Butler, Tracie Coffman, Wende Randall, Brianne Czyzio Robach		
Time Convened:	8:33	Time Adjourned:	9:33

Introductions	
Data Project Background	**Wende Randall**
Discussion	
Wende provided an overview of data projects over the past few years. In 2015, the group began working with IPS and CRI, presented the labor market analysis, and began dividing into action teams. In 2016, the group developed their strategic action planning. In 2017, CSR worked to develop the Data Sharing Agreement began working on the Outcomes Analysis. In 2018, work continued on outcomes data and within action teams. In 2019, the first Process Evaluation was completed. In addition, the next round of the service analysis and outcomes analysis were completed. Specific to data, there are 3 key projects. The Best Practices Report Card has led to conversations around best practices across agencies. The Service Analysis gave the group the opportunity to break data out into zones across Kent County and can be used to make strategic decisions. The Outcomes Analysis looks at deidentified client level data and explores the impacts of services.	
Outcomes Data Presentation	**Adriene Pendery**
Discussion	
Adriene from Calvin's Center for Social Research presented findings from the recent Outcomes Analysis. The Outcomes Analysis explores how the system is moving towards its goals. This year, they reached out to 29 organizations, most who had not yet signed a Data Sharing Agreement (DSA). They received data from 4 new organizations and from 2 organization who participated last year and did a 2-year pull. In general, intake data was much more available than progress points data. Most commonly collected data include age, gender, veteran status, and date. Some data are available only at intake and others are available only at progress points. Because records are not matched, the data may not be looking at the same clients at intake and at progress points, so it is hard to make conclusions. By matching client records from intake to progress points, CSR was able to determine whether change occurred as a client participated in the program. Currently, only a very small number of records were able to be matched. <u>Data Considerations</u>: As a relationship develops, a client may be more comfortable in identifying barriers at the progress point so this number may be higher at progress points. Matched data would show if barriers increased or decreased over time. Annual income may include additional sources of income, not just wages. The MSS action team discussed the importance identify whether a data point is missing, a value or zero, or unavailable.	

Neil noted that this is essentially an analytical framework that can be used across multiple ENTF subcommittees. Building this data tracking into the structure of organizations would be important to collecting data that can display impact overtime. The group has an opportunity to decide to collect common data points to show impact across the system. CSR is trying to identify a social algorithm that can be used to look at data points as a community where the intake process is clear for each organization.

Throughout the data collection process, some of the challenges that organizations faced included capacity and privacy concerns. Some agencies were working on building capacity for future pulls. Neil noted that there may be a sensitivity or hesitancy in releasing data that is not perfect. He encouraged agencies to consider the learnings that come from imperfect data.

Action Items	Person Responsible	Deadline

Next Steps

Discussion

Wende has been having conversations around how to provide support to agencies who want to be involved with data pulls but are lacking in capacity. They are hoping to dig more into the data capacity support. The hope is that a staff person would be available, year-round, to organizations data teams to help build an ideal state for each organization and a plan to achieve this state. This will help improve system analysis understanding.

Wende asked the group for ideas on what they can do differently/next. A few agencies recognized that it is difficult for them to share data due to privacy concerns even though the DSA provides a way for each agency to provide deidentified data. Perhaps there could be a partnership with local agencies where they can collect information on what ways clients used other resources to connect to services and to show how education and growth occur over time for community members. Or, there may be an opportunity to bring an ask to governmental bodies on the value of data. It may be difficult for organizations to internalize the benefit of collecting progress data as compared to data specific to funders. Wende encouraged organizations to sit down with their teams to consider what next steps can happen.

Organizational Updates

Discussion

MRS – no longer requires participants to bring their social security card.
WMCAT – is recruiting for Step Year. This program is for post high-school Community members. It is a cohort program for about 3 months.
System Navigator Convening – December 12th.