ETA State Equity Reports

Division of Data Analytics and Strategic Planning
Office of Policy Development and Research
U.S. Department of Labor - ETA

Outline

- Overview
- Disclaimers
- How to use the reports
- Demo
- Next-steps
- Q&A

Overview

Leveraging Program Data to Understand Equity

Equity Executive Order

- EO 13985 (Equity EO) required DOL conduct an equity assessment, identify barriers to benefits and services, and recommend actions to improve equity.

Presidential Documents

Executive Order 13985 of January 20, 2021

Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered:

Section 1. *Policy.* Equal opportunity is the bedrock of American democracy, and our diversity is one of our country's greatest strengths. But for too many, the American Dream remains out of reach. Entrenched disparities

Leveraging Program Data to Understand Equity

- OPDR reviewed the completeness of demographic data in WIOA core programs.
- We next analyzed demographic differences in access to services and outcomes in WIOA core programs.
- These analyses became the **ETA State Equity Reports**.

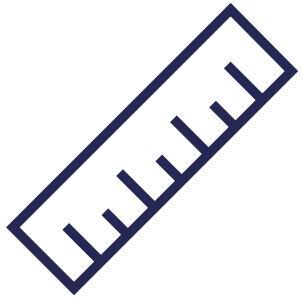
Report Sections

Data Quality	Response rates for key variables: race, sex, ethnicity, training occupation codes, and employment after exit occupation codes
System Reach	Analysis of populations served by programs
Services	Demographic differences in the enrollment rates of different services relevant to each WIOA core program
Outcomes	Demographic differences in outcomes such as credential attainment, employment after exit, and earnings after exit
Relationships: Services & Outcomes	Demographic differences in outcomes when controlling for different services received

Data & Methods

The reports only use WIOA data from participants in Adult, Dislocated Worker, Youth, and Wagner-Peyser programs.

Race/ethnicity includes Asian, Black, White, and Other, Hispanic/Latino. Groups are also disaggregated by sex.



The reports use white male participants as a reference group for calculating differences.

Disclaimers

Disclaimer #1

Data in the ETA State Equity Reports may not exactly match WIOA performance reporting elsewhere.

- The equity reports only include data on participants with outcome data after program exit.
- Missing demographic data were imputed.
  - How much was imputed?
    - Sex: ~1%
    - Ethnicity: between 7% and 13%
    - Race: between 15% and 17%
      (When Race was missing Ethnicity was still reported about half the time.)

Disclaimer #2

The ETA State Equity Reports are not an equity scorecard that grades states' performances.

- There are many external confounding factors that can impact and create disparity beyond a state's control.
- The reports allow us to identify potential challenges and successes. Follow-up exploration is always warranted.

Disclaimer #3

The reports are not prescriptive.

- The reports can be used to assess differences across demographics in core WIOA programs.
- It is up to the people interpreting the reports to decide what items (if any) stand out as potential successes, challenges, and/or opportunities for improvement.

Disclaimer #4

The reports cannot be used to compare states.

- There are many external factors that can create disparity beyond a state's control.
- States may be targeting different populations within the demographic group.

Disclaimer #5

Some states have small counts of demographic groups.

- No demographic group is omitted from the reports.
- Demographic counts can be found in the downloadable data tables near each chart within the reports.
- If a demographic group has a very low count, less confidence should be placed in findings for that group.

Disclaimer #6

PY21 was a pandemic year.

- The PY21 reports do not provide trends over time, but it may still be helpful to remember that the report results reflect pandemic conditions.
- It is possible that the pandemic created and/or exacerbated previously existing inequities. If something noteworthy is seen in the reports, consideration should be given to this.

Disclaimer #7

The reports' "equity" scope is not definitive.

- Not all underserved communities are currently represented in these reports. For example, the reports do not differentiate rural and urban populations.
- Where possible, future editions of the reports will evolve and broaden the scope to be more informative and inclusive.

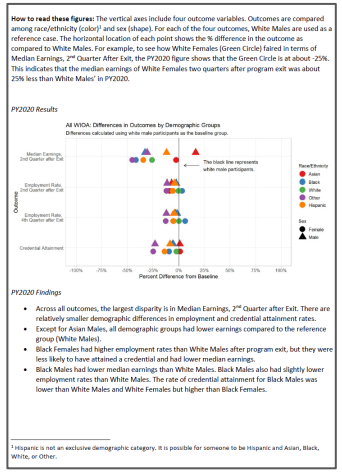
How to use the reports

Use case #1

Answer questions pertaining to equity.

- Equity-related questions can be broad or specific.
- Questions might focus on specific programs:
  - *Are any groups underrepresented in WIOA Youth?*
  - *Does everyone experience the same degree of success after exiting WIOA Adult? If not, how do they differ?*
- Questions might focus on specific demographic groups:
  - *Are Black Women receiving equitable services?*

Use case #1



How to read these figures: The vertical axes include four outcome variables. Outcomes are compared among race/ethnicity (color)[1] and sex (shape). For each of the four outcomes, White Males are used as a reference case. The horizontal location of each point shows the % difference in the outcome as compared to White Males. For example, to see how White Females (Green Circle) faired in terms of Median Earnings, 2nd Quarter After Exit, the PY2020 figure shows that the Green Circle is at about -25%. This indicates that the median earnings of White Females two quarters after program exit was about 25% less than White Males' in PY2020.

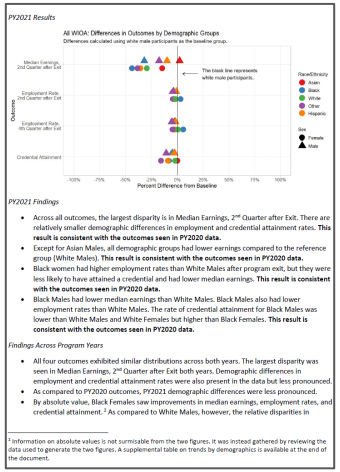
PY2020 Results

All WIOA: Differences in Outcomes by Demographic Groups
Differences calculated using white male participants as the baseline group.

PY2020 Findings

- Across all outcomes, the largest disparity is in Median Earnings, 2nd Quarter after Exit. There are relatively smaller demographic differences in employment and credential attainment rates.
- Except for Asian Males, all demographic groups had lower earnings compared to the reference group (White Males).
- Black Females had higher employment rates than White Males after program exit, but they were less likely to have attained a credential and had lower median earnings.
- Black Males had lower median earnings than White Males. Black Males also had slightly lower employment rates than White Males. The rate of credential attainment for Black Males was lower than White Males and White Females but higher than Black Females.

[1] Hispanic is not an exclusive demographic category. It is possible for someone to be Hispanic and Asian, Black, White, or Other.



PY2021 Results

All WIOA: Differences in Outcomes by Demographic Groups
Differences calculated using white male participants as the baseline group.

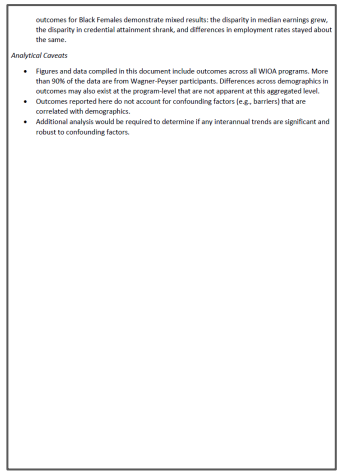
PY2021 Findings

- Across all outcomes, the largest disparity is in Median Earnings, 2nd Quarter after Exit. There are relatively smaller demographic differences in employment and credential attainment rates. **This result is consistent with the outcomes seen in PY2020 data.**
- Except for Asian Males, all demographic groups had lower earnings compared to the reference group (White Males). **This result is consistent with the outcomes seen in PY2020 data.**
- Black women had higher employment rates than White Males after program exit, but they were less likely to have attained a credential and had lower median earnings. **This result is consistent with the outcomes seen in PY2020 data.**
- Black Males had lower median earnings than White Males. Black Males also had lower employment rates than White Males. The rate of credential attainment for Black Males was lower than White Males and White Females but higher than Black Females. **This result is consistent with the outcomes seen in PY2020 data.**

Findings Across Program Years

- All four outcomes exhibited similar distributions across both years. The largest disparity was seen in Median Earnings, 2nd Quarter after Exit both years. Demographic differences in employment and credential attainment rates were also present in the data but less pronounced.
- As compared to PY2020 outcomes, PY2021 demographic differences were less pronounced.
- By absolute value, Black Females saw improvements in median earnings, employment rates, and credential attainment.[2] As compared to White Males, however, the relative disparities in

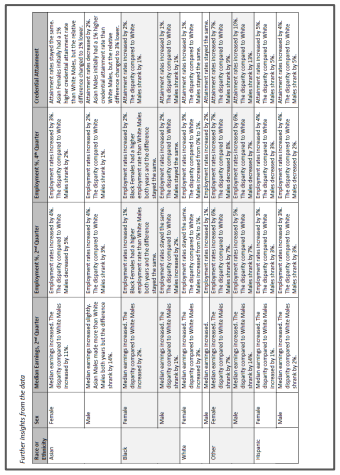
[2] Information on absolute values is not surmisable from the two figures. It was instead gathered by reviewing the data used to generate the two figures. A supplemental table on trends by demographics is available at the end of the document.



outcomes for Black Females demonstrate mixed results: the disparity in median earnings grew, the disparity in credential attainment shrank, and differences in employment rates stayed about the same.

Analytical Caveats

- Figures and data compiled in this document include outcomes across all WIOA programs. More than 90% of the data are from Wagner-Peyser participants. Differences across demographics in outcomes may also exist at the program-level that are not apparent at this aggregated level.
- Outcomes reported here do not account for confounding factors (e.g., barriers) that are correlated with demographics.
- Additional analysis would be required to determine if any interannual trends are significant and robust to confounding factors.



Further insights from the data

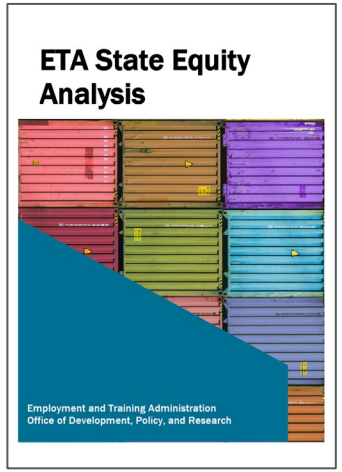
Race or Ethnicity	Sex	Median Earnings, 2nd Quarter	Employment %, 2nd Quarter	Employment %, 4th Quarter	Credential Attainment
Asian	Female	Median earnings increased. The disparity compared to White Males increased by 11%.	Employment rates increased by 3%. The disparity compared to White Males declined by 2%.	Employment rates increased by 3%. The disparity compared to White Males shrank by 2%.	Attainment rates stayed the same. The disparity compared to White Males stayed the same.
	Male	Median earnings increased slightly. Asian Males made more than White Males. This is not the difference shrank by 13%.	Employment rates increased by 3%. The disparity compared to White Males shrank by 3%.	Employment rates increased by 2%. The disparity compared to White Males shrank by 1%.	Asian Males initially had a 1% higher attainment rate than White Males. Attainment rates increased by 2%. Asian Males lost the relative attainment advantage.
Black	Female	Median earnings increased. The disparity compared to White Males increased by 4%.	Employment rates increased by 2%. Black Females had a higher employment rate than White Males both years and the difference stayed the same.	Employment rates increased by 2%. Black Females had a higher employment rate than White Males both years and the difference stayed the same.	Attainment rates increased by 2%. Black Females had a higher attainment rate than White Males both years and the difference stayed the same.
	Male	Median earnings increased. The disparity compared to White Males shrank by 1%.	Employment rates increased by 2%. Males increased by 2%. The disparity compared to White Males stayed the same.	Employment rates increased by 2%. The disparity compared to White Males stayed the same.	Attainment rates increased by 2%. The disparity compared to White Males stayed the same.
White	Female	Median earnings increased. The disparity compared to White Males increased by 2%.	Employment rates increased by 2%. The disparity compared to White Males stayed the same.	Employment rates increased by 2%. The disparity compared to White Males stayed the same.	Attainment rates stayed the same. The disparity compared to White Males stayed the same.
	Male	Median earnings increased. The disparity compared to White Males increased by 2%.	Employment rates increased by 2%. The disparity compared to White Males increased by 2%.	Employment rates increased by 2%. The disparity compared to White Males increased by 2%.	Attainment rates increased by 2%. The disparity compared to White Males increased by 2%.
Other	Female	Median earnings increased. The disparity compared to White Males increased by 3%.	Employment rates increased by 3%. The disparity compared to White Males shrank by 2%.	Employment rates increased by 3%. The disparity compared to White Males declined by 2%.	Attainment rates increased by 2%. The disparity compared to White Males shrank by 2%.
	Male	Median earnings increased. The disparity compared to White Males shrank by 2%.	Employment rates increased by 2%. The disparity compared to White Males shrank by 2%.	Employment rates increased by 2%. The disparity compared to White Males shrank by 2%.	Attainment rates increased by 2%. The disparity compared to White Males shrank by 2%.
Hispanic	Female	Median earnings increased. The disparity compared to White Males increased by 1%.	Employment rates increased by 2%. The disparity compared to White Males shrank by 2%.	Employment rates increased by 2%. The disparity compared to White Males declined by 2%.	Attainment rates increased by 2%. The disparity compared to White Males shrank by 2%.
	Male	Median earnings increased. The disparity compared to White Males shrank by 1%.	Employment rates increased by 2%. The disparity compared to White Males shrank by 2%.	Employment rates increased by 2%. The disparity compared to White Males declined by 2%.	Attainment rates increased by 4%. The disparity compared to White Males shrank by 2%.

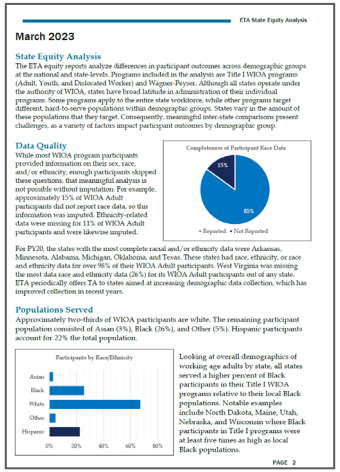
Example 1

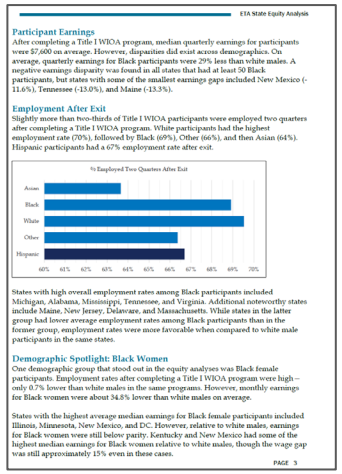
A report generated to answer questions from OASET.

Information from the reports were manually reviewed and significant findings were compiled here.

Use case #1





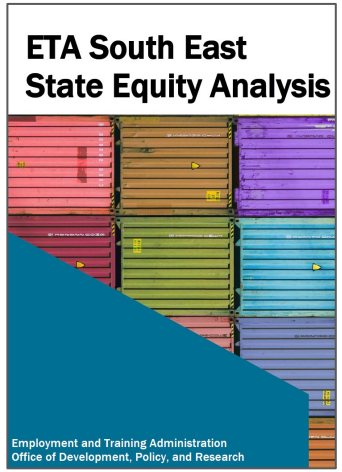


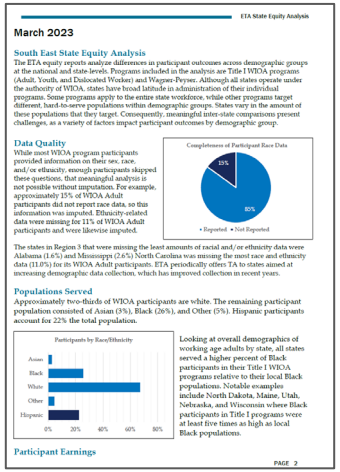
Example 2

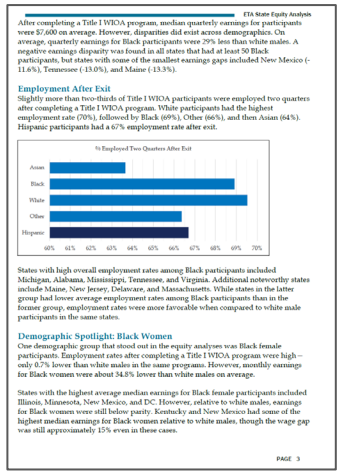
A report generated to answer questions from the DecSec.

Information from individual state equity reports were reviewed manually and significant findings were compiled here.

Use case #1







Example 3

A report generated to answer questions from Region 3.

Information from R3 state equity reports were reviewed manually and significant findings were compiled here.

Use case #2

Identify successes

- The reports can be used to identify potential areas of success where a state is performing considerably well.
- This can merit follow-up exploration.
  - Is this something that the state was previously aware of?
  - What are they doing and how are they doing it?
  - Is this something that can be scaled or translated into best practices elsewhere?

Use case #3

Identify challenges

- The reports can be used to identify potential areas of improvement where a state may be able to perform better.
- This can merit follow-up exploration.
  - Is this something that the state was previously aware of?
  - Are there extenuating factors that explain the disparity?
  - Is this something that can be readily addressed?

Use case #4

Grant applications

- States will receive their respective reports on August 1.
- Findings may help states identify opportunities for improvement and lead to stronger grant applications.

Additional uses

The reports have depth and breadth. ETA offices or state agencies may uncover additional uses after the reports are disseminated.

Please let us know if there are additional use cases not captured here.

Who should review the reports?

The reports can spark conversation that effects change.

Relevant personnel from regional offices and state agencies should explore the reports.

Who should review the reports?

- Today is a preliminary meeting to give you an idea about the scope and utility of the reports.
  - Other people in your office will need access to them.
  - Additional support and TA will be needed.
- As we demo the reports, think about **who else in your office needs access** to these reports.
- Plan to reach out to us to **schedule a follow-up** meeting that includes all relevant staff in your office.

Rollout to State Agencies

State Agencies should receive their report on August 1.

Why August 1?

- Avoids scenario in which some states receive this critical information weeks/months later than others
- States need the reports as soon as possible to incorporate it into workforce strategies and the development of their WIOA State Plans

Rollout to State Agencies

Regional Offices will help with the rollout to state agencies.

Things to consider:

- Who on your team needs to facilitate the dissemination to state agencies? Make sure those team members are included in follow-up conversations with OPDR.
- What supplemental materials might your office need to help with the rollout to state agencies?

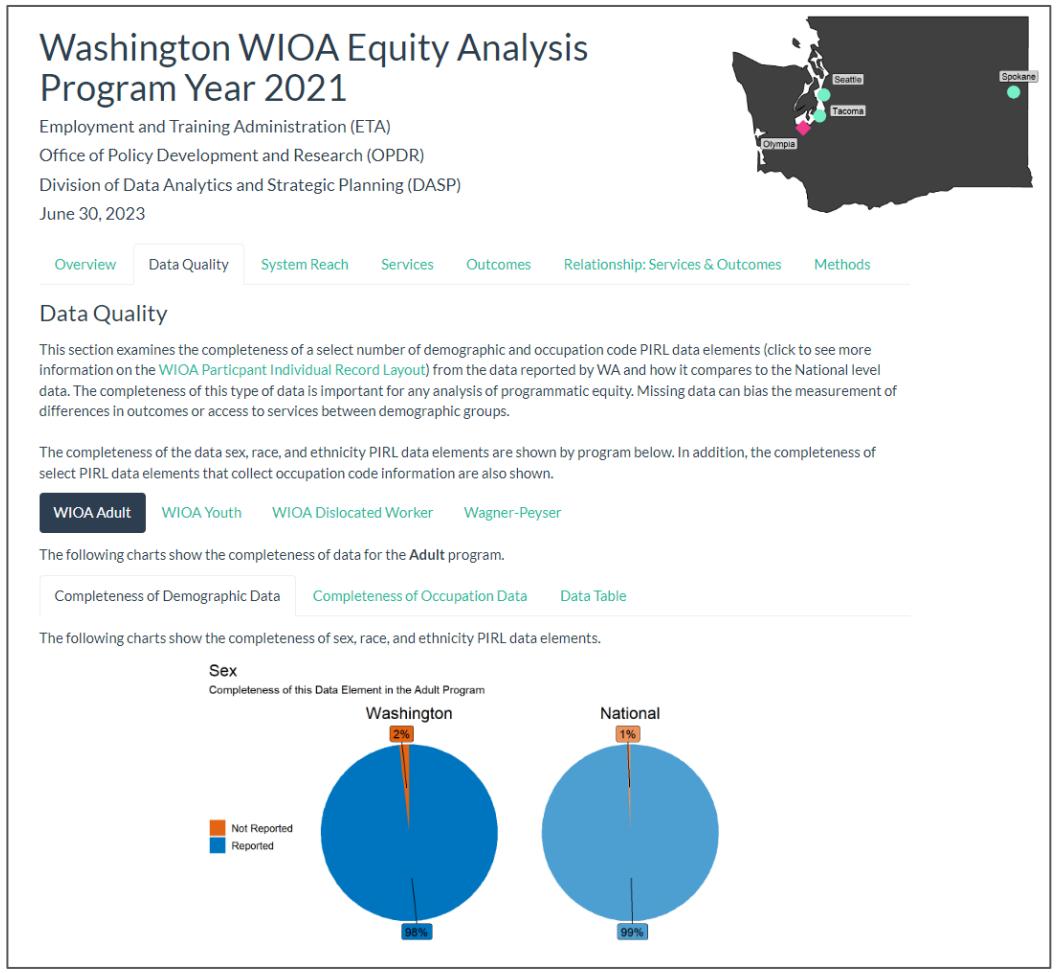
We will discuss logistics together at the follow-up meeting with your office.

Demo

Report Sections

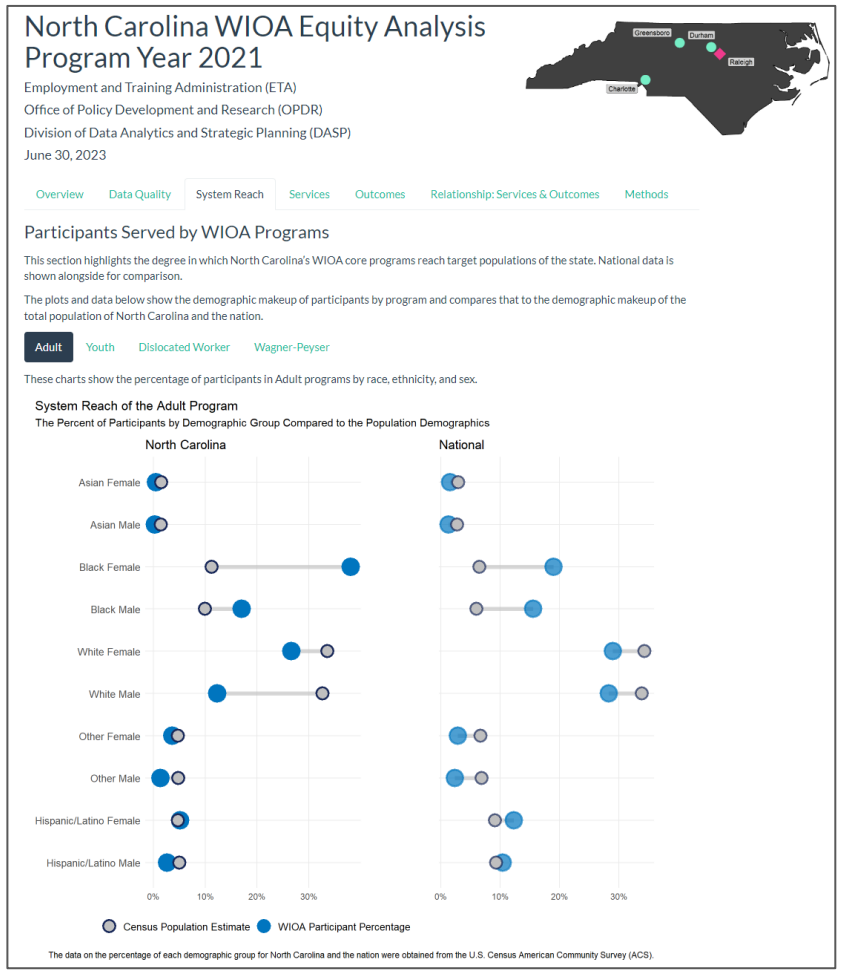
Overview	Introductory page that provides a brief overview of the report and links to a feedback form
Data Quality	Response rates for key variables: race, sex, ethnicity, training occupation codes, and employment after exit occupation codes
System Reach	Analysis of populations served by programs
Services	Demographic differences in the enrollment rates of different services relevant to each WIOA core program
Outcomes	Demographic differences in outcomes such as credential attainment, employment after exit, and earnings after exit
Relationships: Services & Outcomes	Demographic differences in outcomes when controlling for different services received
Methods	Additional information on the report's methodology

Data Quality



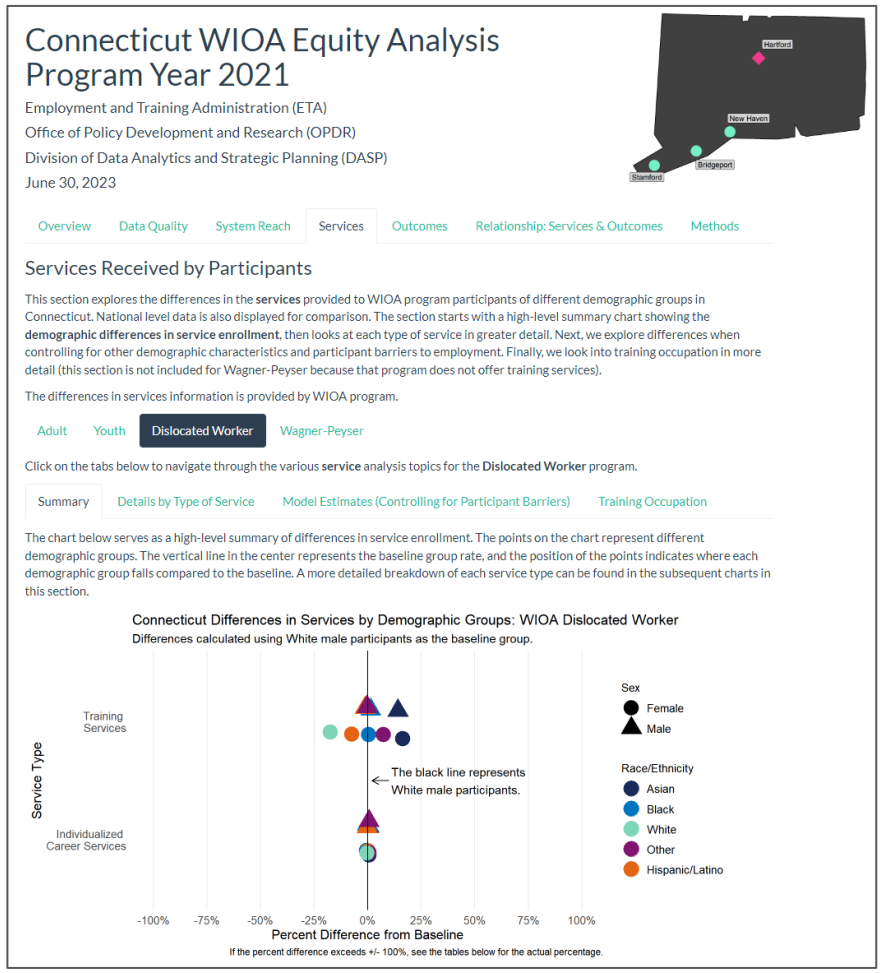
- Completeness of data for each WIOA core program.
- Includes info on demographics and occupation data (SOC codes)

System Reach



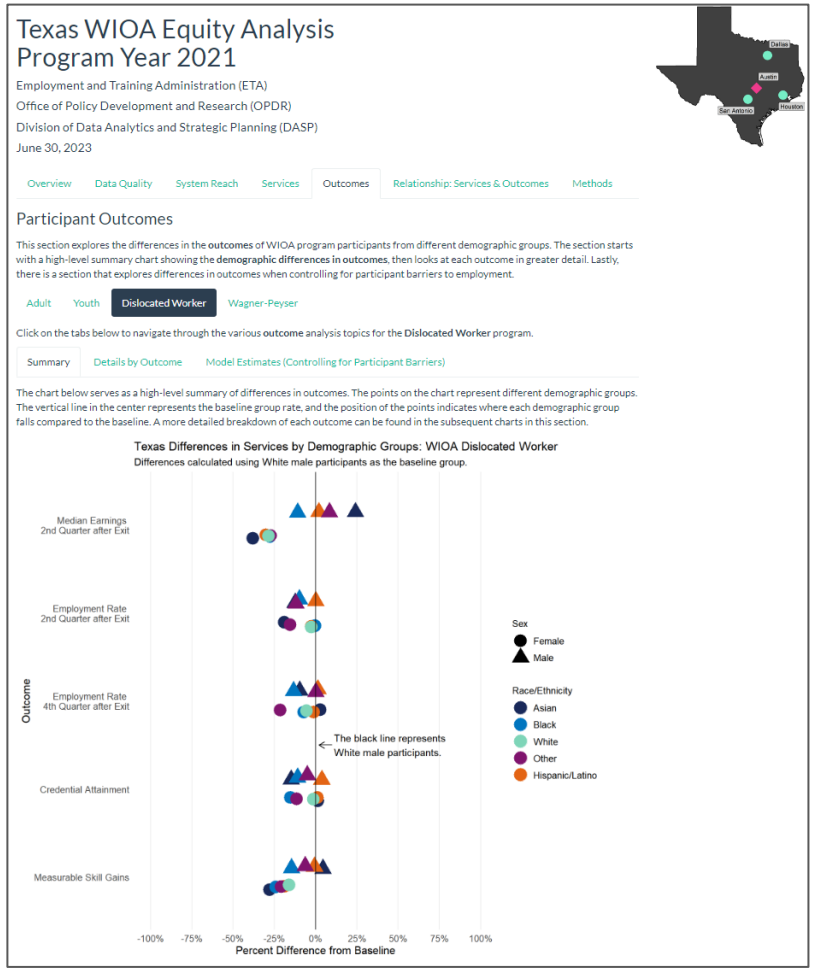
- Shows the participation level in each program by demographic group.
- Also shows the proportion of that group relative to the state's overall population.

Services



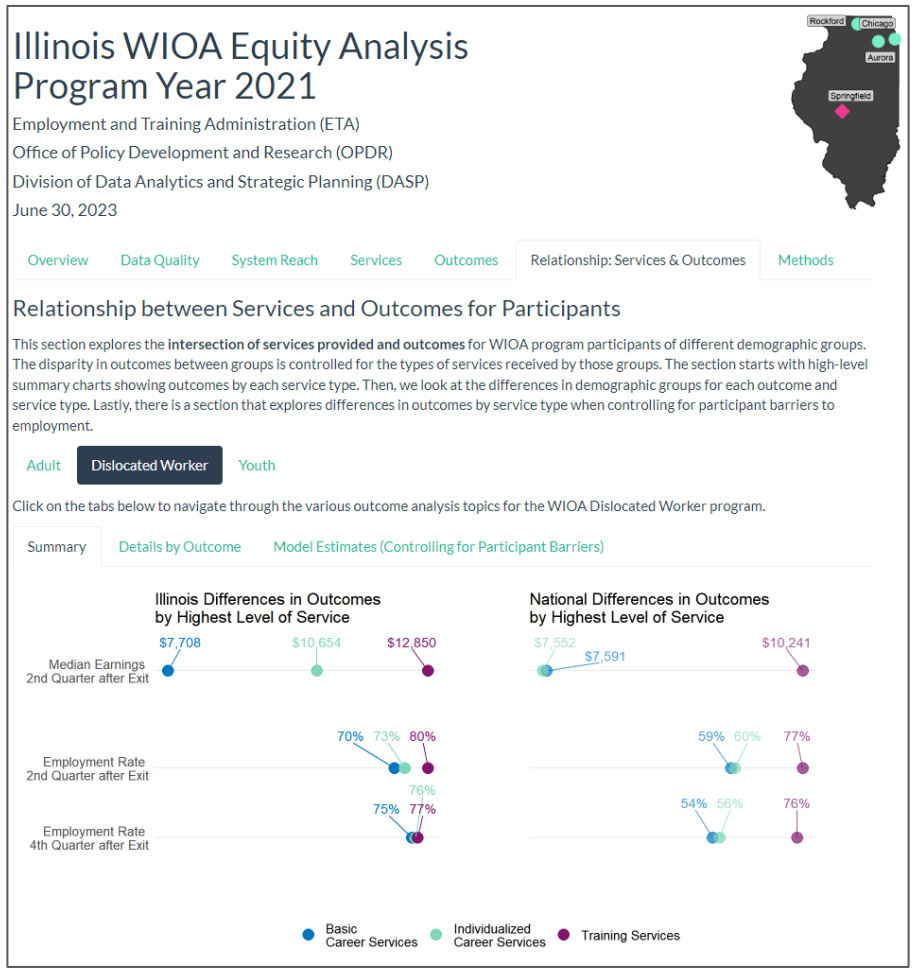
- Shows the frequency that participants received services in each program.
- Information is presented using White Males as a baseline.
- “Model Estimates” graphs also show how robust these numbers are after accounting for confounding factors.
- Additional information is also available on training occupations across demographic groups.

Outcomes



- Explores median earnings, employment rates, credential attainment, and measurable skill gains after exit.
- Information is presented using White Males as a baseline.
- “Model Estimates” graphs also show how robust these numbers are after accounting for confounding factors.

Relationship: Services & Outcomes



- Explores the relationship between the highest level of service received and both median earnings and employment rates after exit.
- “Model Estimates” graphs also show how robust these numbers are after accounting for confounding factors.

Next-Steps

Next-Steps

Schedule a follow-up meeting with us.

- Please decide who from your office should coordinate with us to schedule the follow-up meeting.
- Include all relevant staff in your planning.
- At our follow-up meeting, we can provide further TA, a more detailed walkthroughs on the reports, and provide more details on the dissemination to state agencies.
- Because of the upcoming August 1 release to state agencies, **scheduling with ROs is a top priority**.

Timeline

July 2023

- OPDR releases reports to regional offices and program offices.
- OPDR provides support on utilizing and navigating the reports.

August 2023

- OPDR will continue to provide support on utilizing and navigating the reports within ETA.
- Regional Offices will release reports to state agencies on Aug 1.

Spring 2024

- OPDR will refresh the reports with new PY data.
- New features will be incorporated into the next edition.
- ETA will transition to an annual release model for the State Equity Reports.

Q&A

Thank you!

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