

## **Intent to Award**

### **Evaluation and Assessment of Education and Workforce Development Cross-Program Training and Service Outcomes**

The California Workforce Development Board (CWDB) is interested in contracting with a research organization(s) to help evaluate and assess workforce development and related education and human service programs in California. The research organization that contracts with the State Board will be required to produce research that meets federal and state mandated requirements.

#### **Purpose**

The purpose of this Intent to Award is to gather pertinent information from interested applicants about their research organization and its associated qualified individuals' technical skill and proficiency, education and workforce development system knowledge, relevant published works, expertise for performing statistically rigorous quantitative analysis that builds on existing methods and research relevant to the field<sup>1</sup>, and overall capability to utilize and securely handle confidential data. To meet federal and state-mandated evaluation and assessment requirements, the CWDB and its data sharing partners are interested in working with researchers to show the impact of how various types of training and services affect labor market outcomes for client populations served by workforce, education, and human service programs operating in California. Prospective researchers should be prepared to detail the types of research they can perform utilizing the CAAL-Skills data set detailed below. The CWDB is particularly interested in working with researchers to develop a set of research options for participating programs represented on the CAAL-Skills Steering Committee.

#### **Background**

Federal and state law direct the CWDB to develop a Workforce Innovation and Opportunity Act (WIOA) State Plan. Additionally:

- Federal law directs the CWDB to develop strategies for technological improvements to facilitate access to and improve the quality of services and activities provided through the workforce system.

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<sup>1</sup> The type of statistically rigorous quantitative analysis referenced for this work includes but is not limited to examples cited in the Department of Labor Employment and Training Administration Workforce Innovation and Opportunity Act Final Rule 20 CFR Parts 676, 677, and 678. <https://www2.ed.gov/policy/speced/reg/wioa/2015-05528.doc>

- Federal law directs the CWDB to develop strategies for aligning technology and data systems across WIOA partner programs, which include federally funded adult education, vocational rehabilitation, and job and career services programs operated by various state and local government entities.
- Assembly Bill 2148 (K. Mullin, Chapter 385, Statutes of 2014) directs the CWDB to create an Internet-based, annual workforce metrics dashboard that includes information on participant outcomes and labor market impacts from community college career technical education, Employment Training Panel programs, Workforce Investment Act (WIA) and WIOA Title I Adult, Youth, Dislocated Workers, and WIOA Title II Adult Education Programs, as well as Trade Adjustment Assistance, and state apprenticeship programs.<sup>2</sup>
- Federal law directs the CWDB to conduct program assessment and evaluation of relevant workforce programs and to invest WIOA discretionary funds for this purpose.

Under the WIOA State Plan, the CWDB is working with State Plan partners to address the foregoing statutory mandates. Since the submission of the State Plan in 2016, the CWDB has been working with its State Plan partners on a data-sharing pilot project. The Cross-System Analytics and Assessment for Learning and Skills Attainment (CAAL-Skills) data-sharing initiative is an interagency and multi-departmental effort to pool participant and program performance administrative data across workforce, education, and human service programs and funding streams. Participating CAAL-Skills departments include:

State Level Partners	Programs
<b>Employment Development Department (EDD)</b>	WIOA Title I – Adult Programs
	WIOA Title I – Dislocated Worker Programs
	WIOA Title I – Youth Programs
	WIOA Title III – Job Services
	Trade Adjustment Assistance
<b>California Department of Education (CDE)</b>	WIOA Title II – Adult Basic Education
<b>Department of Rehabilitation (DOR)</b>	WIOA Title IV – Vocational Rehabilitation
<b>Employment Training Panel (ETP)</b>	Incumbent Worker Training Program
<b>Department of Industrial Relations (DIR)</b>	Apprenticeship Programs
<b>California Community College Chancellor’s Office (CCCCO)</b>	California Community Colleges Career Technical Education Programs
<b>Department of Social Services (DSS)</b>	Welfare to Work SNAP E&T

<sup>2</sup> AB 1336 (Mullin) [https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill\\_id=201720180AB1336](https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=201720180AB1336)

CAAL-Skills uses common performance measures to examine participating program outcomes by region, provider, service, demographics, and industry. The project has developed a pooled administrative data set which can also be used to evaluate and assess participating programs efficacy so that program administrators and policymakers can develop evidence-based and data-driven policies to improve program participant outcomes. The CAAL-SKILLS data-sharing initiative is intended to meet the statutory requirements of AB 2148 (K. Mullin, Chapter 385, Statutes of 2014), AB 1336 (K. Mullin, Chapter 211, Statutes of 2017) and WIOA 116(e). Researchers interested in working with the CWDB and its data-sharing partners will be required to conduct an evaluation and assessment that meets these statutory requirements.

### **Framework for Contracted Work**

Contingent on the approval of participating data-sharing program partners, the contracted research organization(s) will have access to data in the CAAL-Skills pooled administrative data-set. Researchers will conduct “for hire” research according to specifications agreed to by members of the CAAL-Skills Steering Committee. Researchers will be required to sign a non-disclosure agreement and any publication of research findings will be contingent on the prior agreement by affected members of the CAAL-Skills Steering Committee.

The following information provides a summary of CAAL-Skills information anticipated to be available to the research team for analysis:

1. Participant Characteristics (e.g., gender, ethnicity, race, veteran status, barriers to employment);
2. Workforce training and related education information, including service providers, types of services received, dates of services received, skill gains achieved, and credentials attained;
3. Supportive service information, including the type of services received and the dates of services received;
4. Employment information, including employers, quarterly earnings, and industry/sector code.

For those who are potentially interested in conducting research for the California Workforce Development Board and its data sharing partners, more detailed information about the contents of the CAAL-Skills data set are available upon request. To request this information, email [CAALSKILLS@cwdb.ca.gov](mailto:CAALSKILLS@cwdb.ca.gov) with “CAAL-Skills Data Request” in the subject line.

The CWDB is particularly interested in researchers who can work with the board and its data sharing partners to examine the efficacy of participating programs. Potential research questions may include and are not limited to:

- What types of training programs provide medium to long-term labor market success for participants, taking into account so-called “lock-in” effects?
- Which type of programs and services are most likely to lead to long-term success in the labor market?

- Does co-enrollment across programs, by training and service type, lead to improved labor market outcomes?
- How are different populations served impacted by types training and services; what is the best training and service type pathway for each population?
- Is there geographic variation in the efficacy of programs as well as the types of services and training received by participants?

### Process for Communicating Interest in Relevant Work

Organizations interested in responding to the Intent to Award must submit a three to five page narrative which includes relevant experience in developing and producing statistically rigorous quantitative research in the field of human services, education, and workforce development and a discussion of current research in the field, links to a curriculum vitae (CV) of potential individuals who would be administering the research, a list of published research with links to the documents, and any other pertinent information. The CWDB is particularly interested in learning from researchers: 1) What kind of research options are available to the programs participating in the CAAL-Skills data sharing initiative, given the parameters of the available data and 2) What can be done with the available to data to determine the efficacy of participating programs?

The most qualified parties will be contacted to move on to the next phase in the selection process, which includes an interview to further discuss qualifications and what type of research they could conduct given the elements contained in the CAAL-Skills pooled administrative data set.

Organizations interested in responding to this Intent to Award are invited to submit their three to five page narrative (as described in the "Process for Communicating Interest in Relevant Work" Section) to:

[CAALSKILLS@cwdb.ca.gov](mailto:CAALSKILLS@cwdb.ca.gov)

with "Intent to Award: CPTSO" in the subject line

by: **September 14, 2018, 3PM PST**

Questions related to this Intent to Award may be submitted to the same email address.

