



Survey of FEDES States

Submitted to:

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The author of this report is Shannon Lee, MPA. She designed and conducted the online survey. She accepts full responsibility for the accuracy of the data presented, statements made, and conclusions reached.

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INTRODUCTION

The Jacob France Institute (JFI) conducted a survey of states participating in the Federal Employment Data Exchange System (FEDES) program to obtain feedback on a number of matters related to the use of FEDES by participating states. We were interested in knowing whether states are using the FEDES data for federal reporting, state reporting or state program evaluations, and whether they are using the calculated fields prepared by the JFI for reporting under the Workforce Investment Act (WIA). Also of interest were which state agencies are using FEDES, how often they need FEDES data, and whether or not states were making a concerted effort to increase utilization of FEDES data. We asked for suggestions from states on other possible uses of FEDES and improvements that would make FEDES more useful to them. Finally, we asked for a statement of endorsement that would be helpful in recruiting non-participating states.

The survey was made available on line, from January 22 to February 5, 2013, to the contact person(s) in each of the 43 states that participated in the 34th cycle of FEDES. Surveys were completed by 39 respondents in 30 states. The survey questionnaire is in Appendix A, and responses to the open-ended questions are in Appendix B.

SURVEY RESULTS

State Uses of FEDES Data

Federal Performance Reporting.

Most of the respondents said they used, or were planning to use, the matched employment data returned through FEDES for required federal performance reporting (see Table 1). Over three-quarters of the respondents used the data for their WIA, Wagner-Peyser, and Trade Adjustment Reform Act (TAA) federal reporting. Almost three-quarters of respondents indicated they utilized the data for federal reporting under the Veterans Employment and Training Service (VETS).

Only one-quarter of respondents reported using FEDES data for Perkins IV secondary and postsecondary performance reporting. This is the first of multiple signals from the survey responses that intrastate interagency communication is uneven among the participating states, and that the person that completed the survey may not be aware of all current uses of the FEDES data.

Additional reported uses of FEDES data include: Adult and Family Literacy Act, Integrated Postsecondary Education Data System, Job Corps, National Farmworker Jobs Program, Indian and Native American Program (DINAP) performance metrics. Respondents also indicated that the data are used for performance reporting of other DOL grant funded projects, including: Workforce Innovation in Regional Economic Development (WIRED), State Energy Sector Partnership (SESP), H-1B, High Growth and Emerging Industries (HGEI), High Growth Job Training Initiative (HGJTI), and the Community-Based Job Training Initiative (CBJTI).

Table 1 – State Uses of FEDES Data for Federal Performance Reporting

2013	Use FEDES		Don't use FEDES		Don't Know		Total Answered
	No.	%	No.	%	No.	%	No.
Federal Reporting							
Workforce Investment Act	27	77%	2	6%	6	17%	35
Wagner-Peyser	26	79%	2	6%	5	15%	33
Veterans Employment & Training Service	23	72%	3	9%	6	19%	32
Trade Adjustment Reform Act	24	75%	2	6%	6	19%	32
Perkins IV-- secondary	8	25%	15	47%	9	28%	32
Perkins IV-- postsecondary	7	28%	7	28%	11	44%	25

Source: The Jacob France Institute, University of Baltimore, February 2013

State Performance Reporting.

Sixteen respondents (43%) reported that they used the Office of Personnel Management (OPM) data for state performance reporting¹. One FEDES user noted that their state uses FEDES data for “job training provider performance measures, high school student labor outcomes, and university student labor outcomes.” Another survey respondent noted that their state’s “labor code requires the existence of an Automated Students and Adult Learner Follow-Up System, evaluating outcomes for all educational and training programs. FEDES data are used to determine employment for this requirement.”

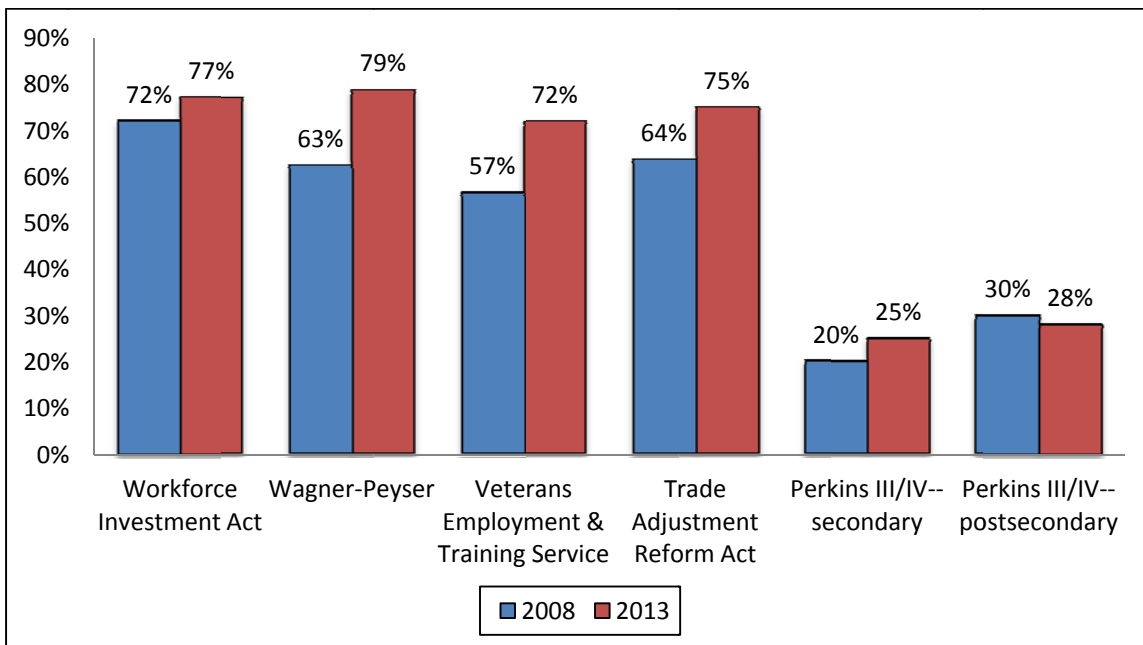
One survey respondent with an education affiliation indicated that it is “unknown how it [FEDES data] is used.” Another noted that their state’s MOU was restricted to Perkins reporting that prohibits them from utilizing FEDES data for state performance reporting.

COMPARISON OF 2013 AND 2008 SURVEY RESULTS

In 2008, 25 FEDES users responded to a similar feedback survey. **Based on a comparison of the responses to the 2008 and 2013 surveys, there have been notable increases in the state uses of FEDES data for federal performance reporting (See Figure 1).** Since 2008, there has been an increase of 16% in the use of FEDES data for Wagner-Peyser reporting, a 15% increase for VETS reporting, and an 11% increase for TAA reporting. The use of FEDES data has increased by five percent since 2008 for both WIA and Perkins performance reporting.

¹ Currently, matched data from the Department of Defense, Defense Manpower Data Center (DOD) may only be used for satisfying, or contributing to, federal performance measurement and consumer report activities required by the United States Office of Management and Budget (OMB) or federal law or regulation.

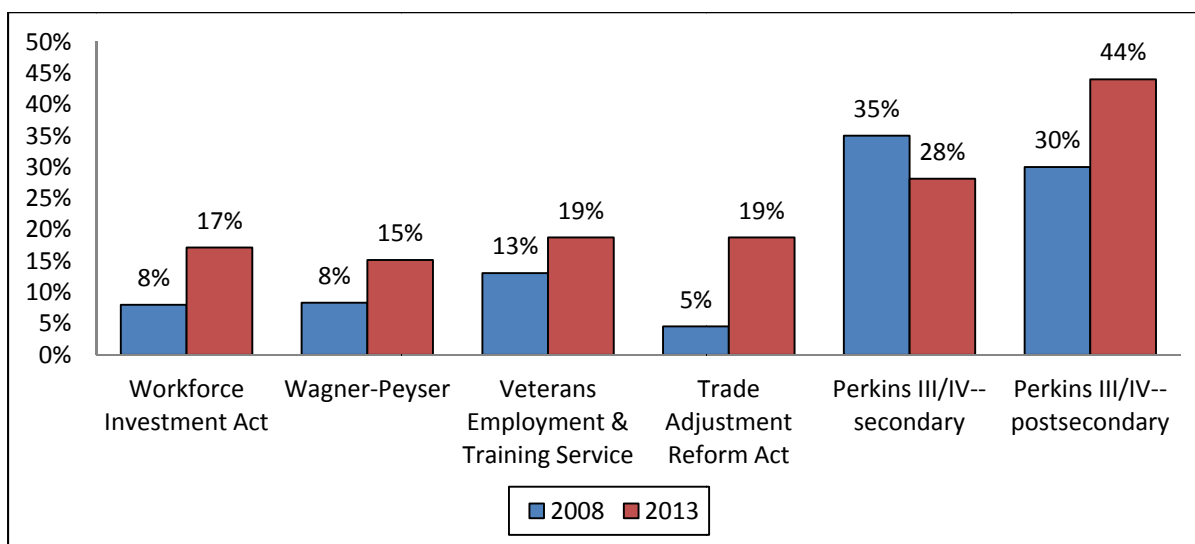
Figure 1 – State Uses of FEDES Data



Source: The Jacob France Institute, University of Baltimore, February 2013

We think it is important to note the increase in the number of respondents that chose “Don’t Know” when answering this question. (see Figure 2) The categories with the largest increase in DK responses were TAA (14%) Perkins postsecondary (14%), and WIA (9%) reporting. **This is a second example of limited interagency communication about FEDES data uses in at least some of the participating states. We propose to address this important deficiency in the next fiscal year of FEDES operations management.**

Figure 2 - Unknown Use of FEDES in State



Source: The Jacob France Institute, University of Baltimore, February 2013

Program Evaluations

Approximately two-thirds of respondents indicated that they used FEDES data for federal/state program evaluations. The types of programs being evaluated varied from adult basic education ESL (ABE/ESL) to military and veterans programs. One respondent stated:

“[State employment security agency] and the [State] Workforce Investment Board (WIB) used FEDES data for program evaluation/policy decisions related to workforce funding on the veteran group recently discharged from the military. [The community college board] used FEDES data for community college evaluation of Core Outcome Measure 4P1 Career and Technical Education Student Placement in Employment.”

Calculated Data Fields

In addition to the matched data fields returned from the three federal agencies, the JFI also includes in the matched data returned to each state four calculated data fields for each of the federal agencies.² These calculated fields are WIASRD-compatible and can be used by the FEDES states for federal WIA reporting. As well as simplifying the reporting process, the calculated fields provide a consistent method across states for reporting federal employment. More than half of the survey respondents indicated that they used the calculated fields for their WIA reporting (Table 2). **We propose to follow up with participating states to find out why all of the participating states do not report use of the calculated data fields for this purpose.**

Table 2: State Use of Calculated Fields for WIA Reporting

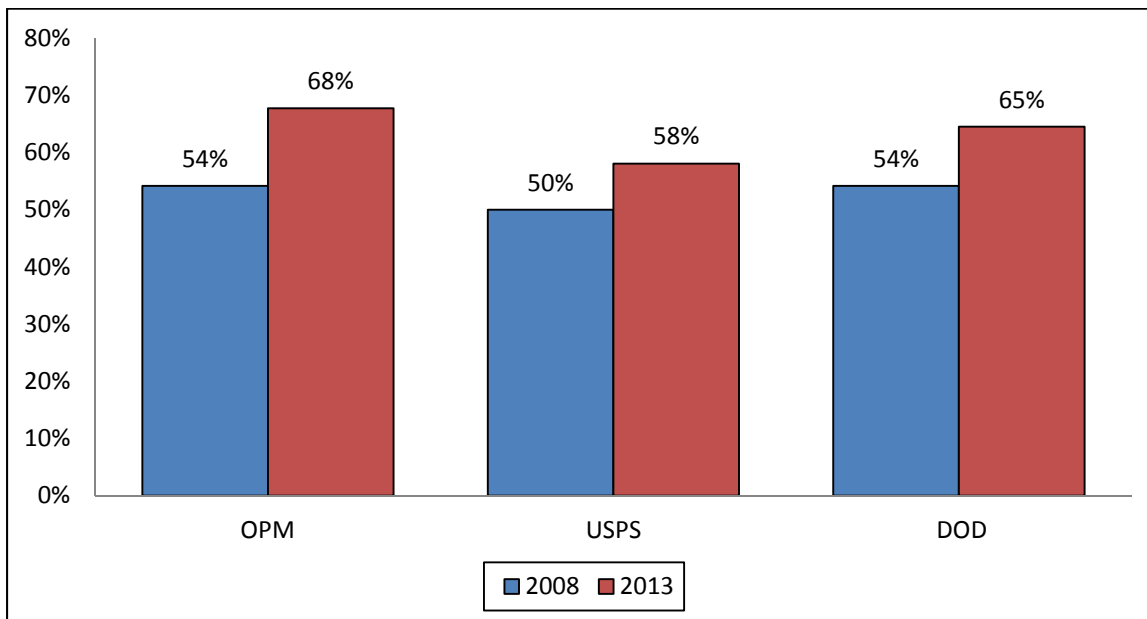
Federal Data Source	States Using Calculated Fields		States Not Using Calculated Fields		Total
	No.	%	No.	%	
Office of Personnel Management (OPM)	21	68%	10	32%	31
U.S. Postal Service (USPS)	18	58%	13	42%	31
Department of Defense (DOD)	20	65%	11	35%	31

Source: The Jacob France Institute, University of Baltimore, February 2013

Compared to the 2008 FEDES feedback survey results, the percentage of states using the calculated fields has increased by as much as 14% (Figure 3), with the percentage of states not using calculated fields decreasing by just as much. **This is a third indicator of a future opportunity to improve interagency, and perhaps intra-agency, communication about FEDES data uses.**

² A description of the calculated fields may be found in “Guide to New WIASRD-Compatible OPM, USPS and DOD Matched Record Data Fields,” May 2007 at http://www.ubalt.edu/jfi/fedes/documents/FEDES_GUIDE_Final_May07.pdf

Figure 3 – States Using Calculated Fields for WIA Reporting



Source: The Jacob France Institute, University of Baltimore, February 2013

State Agencies Using FEDES

According to those surveyed, state workforce agencies are the primary users of FEDES data. Of the 36 respondents that answered the question asking which state agencies use FEDES data, 31 listed state workforce agencies and 11 listed education agencies (see Appendix B for detailed responses.) This is consistent with the 2008 survey responses, denoting that while FEDES utilization and participation has increased in the past five years, state workforce agencies remain the primary users of FEDES data. **We again caution that this may reflect limited respondent awareness of some interagency uses. But, even if this is so, there appear to be substantial untapped opportunities for broader use of FEDES data.**

How Often States Need FEDES Data

The general consensus was that states need to receive the data on a quarterly basis. Thirty-two (84%) of the respondents to this question said they needed FEDES data quarterly, three needed it twice a year, and three wanted it only annually. In 2008, 83% of survey respondents said they needed FEDES data quarterly, indicating that the demand for quarterly FEDES data has not changed significantly in the last five years.

State Actions to Increase Agencies Participating in FEDES

Less than one-fifth (17%) of respondents indicated that their state had taken action to increase the number of agencies participating in FEDES. Some of the actions taken by states were explained:

“We consulted and collaborated with the [State] Department of Elementary and Secondary Education to use FEDES data for the Adult Education and Family Literacy Act program.”

“[State agency] partnered with [State] Education Agency to submit data for K-12 students.”

“We are having conversations with education entities in conjunction with SLDS and WDQI projects that could include FEDES data.”

Other responses indicated a reluctance of some state entities to share/modify existing MOU’s. One response highlighted the limitations of the MOA:

“Our MOA only allows us to use FEDES for education-related research and we already work with most of them to match their records with FEDES. However, we would like to increase the scope to all [State] residents.”

State Actions to Increase Utilization of FEDES Data

Approximately one-fifth (21%) of respondents indicated that their state has or will be taking specific actions to increase the utilization of FEDES data. Some of the responses included:

“[State] expects discussion and interest in FEDES to increase as the [State] Longitudinal Data System is formed.”

“We are attempting to see if we can share data with other agencies for their purposes, including education (aggregate data only, no specific individual level data).”

There also were several responses that indicated that their MOU was too restrictive:

“Limited to Perkins IV. Would like to use it for other programs, but would require a new MOU to be made. Don't want to disrupt the cycle of things that are currently working. If it [is] not broke, don't fix.”

“We have an MOU to use the FEDES data only for Perkins compliance reporting. We would like to be able to use it for other programs”

Other Uses of FEDES and the Importance of FEDES to the States

There were a number of suggestions for additional uses of FEDES matched data. One state responded:

“If FEDES could be used, along with federal data base used to track parents who are behind on child support, the State and Career Technical Education Programs would have a more broad and valid source of assessment data.”

A popular response of states identifying other practical uses of FEDES matched data was the ability to utilize all wage reporting data available:

“The more sources we can include, the more complete the reported wage totals. More complete should = more accurate.”

“The most important thing is that when we use UI wage records in our reports, we always have to put a footnote in that says that the numbers do not include federal employment numbers. We'd like to change that.”

“We would like to use all the wage reporting data available to have a more complete picture of employment in [State] - in particular as students migrate out of school and through the labor force. Would also [like to know] in- and out-migration patterns in the workforce.”

There were a number of answers that highlighted the importance of FEDES to their state:

“Because [State] is an authorized participant in the Wage Record Interchange System 2 (WRIS 2) we believe FEDES is an important supplemental source for performance verification (average earnings). Currently only the Adult Education and Family Literacy Act are engaged in discussions about future use.”

“Per [State education entity], federal government employment wage data always has value when we are doing research projects pertaining to the employment outcomes of a particular group. This data fills a critical gap as the state of [] maintains wage data for those individuals who work in the private sector and/or state, local government. Since the [State] data is available quarterly it would also be best if the FEDES data was available quarterly. Per [State community college board], in the age of increased accountability, access to FEDES allows the [State] Community College System to accurately track employment success and progress of students.”

One state mentioned that they had analyzed the impact of FEDES data on reportable performance and found that FEDES is an important source of data for veteran populations, quantifying the findings:

“We have analyzed the impact of FEDES data on reportable performance and found that for the veteran populations, FEDES is incredibly important. For example, our Retention Numerator for Veterans is increased by 3.8% for veterans; for Disabled Veterans, the increase is 10.3%. Entered Employment is also significantly impacted by FEDES data as is Average Earnings. The impact at the Local Workforce Development Area can be far greater. Areas that include significant federal employers or military installations in particular can see huge benefits. For example, Central [State] LWDA (which includes [military installation]) sees significant increases in their Entered Employment and Retention numerators and big differences in their Average Earnings for their general population (not just veterans) and much bigger increases for veterans (9.55% increase in Vet Retention Numerator 14.66% increase for Disabled Vet Retention Numerator).”

Suggestions for Improvements

Some respondents questioned the scheduling of the quarterly cycles, asking if the data could be made available at an earlier date, on a strict monthly basis. The timing of the cycles is based on the availability of the federal data so advancing the due dates is probably not feasible. However, **we will continue to work with the federal agencies to ensure they adhere to the current schedule, and we will attempt to maintain some flexibility on the timing of the cycles based on state needs.**

One respondent commented that they would actually prefer less data:

“We would actually prefer less data. The calculated fields are not too useful as we need to combine them with other wage data. We don't use any of the occupational or employment data. Ideally, for our purposes, the data should contain only SSN, year, calendar quarter, and wage.”

Another respondent wrote that there is confusion regarding how FEDES works, who can participate, and the cost [?]. One state asked for greater flexibility in the use of DOD data and the presence of USPS data. Another suggestion was to include the starting year and quarter in the file or file name due to confusion over which layouts go to which files.

These comments, and other feedback that we have received, indicate a need for continued in-service training as state personnel responsibilities change over time. We will propose development of a webinar and a flexible presentation package for use in future regional and national forums.

Final Comments

The final comments indicated that states in general were pleased with FEDES. A number of respondents emphasized the importance of FEDES for performance measurement:

“FEDES has helped to increase out state's quarterly performance measures.”

“In [State] we use FEDES data for each reporting cycle and find it to be a very important contributor as a supplemental source for performance verification (average earnings).”

“We estimate that 10-15% of our positive performance outcomes in the WIA program are a result of FEDES data.”

“FEDES helps to capture wages that we would not otherwise be able to use for our performance measures.”

“Wage records obtained via FEDES are very helpful in enhancing our performance reporting. Being a smaller state, every record obtained makes a difference in our reporting.”

“Data have improved our performance rates for WIA/TAA programs.”

“Employment data obtained through FEDES is critical to fully reporting employment outcomes for veterans and disabled veterans and it is also useful for reporting employment outcomes of the general population. The degree to which this data impacts reportable performance will vary state by state and LWDA by LWDA but that just makes it all the more critical. If the federal government (whether civilian or military) is a major employer in an LWDA, that area's performance cannot be accurately assessed and compared with other LWDA's without federal employment data obtained through FEDES.”

CONCLUSION

Most respondents indicated that their state uses FEDES for federal reporting, and almost half said they used FEDES for state reporting and program evaluations. More than half stated they used the calculated data fields, but respondents in some states appear to be unsure of how to use these data.

The open-ended questions generated a number of detailed responses. States were generally pleased with FEDES and emphasized its importance to them for performance measurement. While a few respondents expressed difficulty in using the data, there were others that found the data easy to use and the process simple and efficient.

RECOMMENDATIONS

Continue Quarterly Cycles of FEDES

Based on the overwhelming support from the states surveyed, we recommend the continued funding of FEDES to provide states with the ability to obtain federal employment data for federal performance reporting and other permitted uses. We recommend that the data exchanges continue to occur on a quarterly basis.

Conduct Outreach to Non-participant States

Currently 42 states and the District of Columbia are participating in the FEDES. Based on comments from states in the survey on the importance of FEDES for federal reporting and the advantages of using data that are standardized across states, we plan to continue outreach to include states that are not yet participating in the FEDES pilot.

Conduct Outreach to Non-participant State Agencies in FEDES States

Most states surveyed indicated that the FEDES data were used by state workforce agencies. We will accelerate and expand our role in outreach to other state agencies that will find the FEDES data useful, particularly state education agencies.

Expand Allowed Uses of DOD Data

We have already verbally recommended meeting with DOD staff to seek amendment of the DOD-DLLR MOU to add state reporting and performance measurement as a permissible use of FEDES data.

Conduct Outreach to Participant States on Use of the Calculated Fields

Some states indicated that they were not using the calculated fields and did not have a clear understanding how to use the data. A written guide has been circulated to FEDES states

and is available on the FEDES web site, and JFI staff has responded to specific questions from states about the calculated fields. In addition to further promoting the Guide and responding to individual questions, we propose to conduct on-line webinar and selected in-person forum training sessions for the staff that work with FEDES data.

Appendix A: Survey Questionnaire

1. Introduction

Dear FEDES State Contact Person:

Your response is needed. Please answer our questions about your state's participation in the FEDES. Your answers will provide us with valuable information needed to make the case for continued DOL funding of the FEDES.

You will will receive a copy of our findings if your contact information is provided at the end of the survey. This is voluntary; i.e. **not** required.

2. FEDES Participation

1. In the box below, please list each of the agencies in your state that submits social security numbers for FEDES matching.

2. Does your state use the matched federal employment data from FEDES for required federal performance reporting?

	Yes	No	Don't Know
WIA (Workforce Investment Act)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Wagner-Peyser	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VETS (Veterans Employment & Training Service)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
TAA (Trade Adjustment Reform Act)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perkins IV (Carl D. Perkins Career and Technical Education Improvement Act of 2006) - secondary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Perkins IV - postsecondary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other (please describe in the comment box below)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment

3. Does your state use the FEDES data for required state performance reporting?

- Yes
- No

If yes, please describe the state uses of FEDES data:

4. Does your state use the FEDES data for federal/state program evaluations?

- Yes
- No

If so, for what programs?

5. Does your state use the calculated fields for your WIA reporting?

	Yes	No
Calculated fields for OPM	<input type="radio"/>	<input type="radio"/>
Calculated fields for USPS	<input type="radio"/>	<input type="radio"/>
Calculated fields for DOD	<input type="radio"/>	<input type="radio"/>

How does your state manage compliance with the restrictions on the use of DoD data?

6. What is the longest FEDES cycle time interval that would enable you to satisfy all of your current and anticipated future uses of FEDES data?

- Quarterly
- Twice a year
- Once a year

7. Has your state engaged in specific actions to increase the number of agencies participating in FEDES?

- Yes
- No

Please elaborate:

8. Has your state engaged in specific actions to increase the utilization of FEDES matched data returned to your state?

- Yes
- No

Please elaborate:

9. Are there other practical uses of FEDES matched data that would help us convey to DOL the current and potential future importance of FEDES to your state?



3. Thank You

Thank you for your feedback. It will help us in designing enhancements to FEDES that will benefit participating states.

10. Any final comments? A brief statement of endorsement would be helpful for recruiting the remaining seven non-participating states.

11. Contact Information -- voluntary; if you want to receive findings.

Email Address

12. Please provide your name and phone number only if you would like us to contact you for further elaboration of your answers here.

Name

Phone Number

Appendix B: Open-Ended Responses

Question 1: In the box below, please list each of the agencies in your state that submits social security numbers for FEDES matching.

- Employment Security Department Workforce Training Board Education Research Data Center (for SLDS submitted through WTB) State Board for Community and Technical Colleges (submitted through WTB)
- department of education
- Department of Economic Opportunity
- [State] Department of Labor, Center for Workforce Research and Information for [State] Dept of Labor, [State] Department of Education, [State] Community Colleges System
- [State] EC - Wagner-Peyser, VETS, TAA VCCS – WIA
- Job Service [State]
- Employment Agency
- Department of Labor & Industry
- Do not know. Only use what FEDES gives back.
- State Department of Labor
- DOE (is the only one I know of)
- University of [State]
- The Research and Analysis Section, [State] Dept of Labor collects records to submit (not on a regular basis) to FEDES for the following agencies: Adult Basic Education, [State] Dept of Labor Career and Technical Education, [State] Dept of Education University of [State] Division of Business Partnerships, [State] Dept of Labor [State] Commission on Post-secondary Education [State] school districts Various job-training providers
- Division of Employment and Training
- Department of Workforce Services
- Department of Labor

- [State] Workforce Commission
- WIA, Wagner-Peyser, Vets, Trade
- [State] Department of Employment and Workforce
- [State] Higher Education Coordinating Board [State] Workforce Commission
- Department of Labor
- [State] Department of Education ([State] DES) [State] Community College Board ([State] CCB)
- [State] Department of Job and Family Services
- [State] Dept of Workforce Services [Address]
- [State] Department of Labor and Regulation
- The [State] Employment Development Department. We are not aware of any other agencies in our state that submit SSNs for FEDES.
- Department of Employment and Economic Development – DEED
- Department of Commerce
- [State] Department of Workforce Development
- Division of Workforce Development
- [State] Department of Employment and Economic Development
- As far as I know, only the [State] Department of Labor
- Department of Labor & Industry
- Workforce[State]
- State if [State], Department of Education College of Southern [State] [Local area] College [Local area] Community College Western [State] College
- [State] Division of Workforce Development (DWD) [State] DWD also annually performs FEDES matching for the [State] Department of Elementary and Secondary Education (Adult Education and Family Literacy Act).

Question 2: Does your state use the matched federal employment data from FEDES for required federal performance reporting?

- Eligible Training Provider list for OneStops.
- I personally would like to use the FEDES data back to make a local database of employment information about the student and allow for tracking. Care would go to protect the data and scrub it. All that would be stored is a flag that says which year/quarter the student was enrolled. We have found that when combining with local state data, that the local data is very nondescript. Just a thought. But our current MOU with FEDES won't let us do this. SO we just verify things for Perkins and delete the records from our systems.
- Various state job training and education labor outcome reports
- We use the data for federal reporting for WP, VETS, TAA and WIA upon request only. Rarely do any requests come in but when they do, they have been for WIA.
- IPEDS
- FEDES data was used by [State] DES in conjunction with SSNs from recently discharged [State] veterans so that employment outcome (wage) data was available for those veterans that worked for the federal government. This data was used in addition to other wage data that [State] maintains for those veterans that worked in the private sector, and/or state, local government in [State]. The resulting research report was used by the [State] Workforce Investment Board ([State] WIB) for use in policy decisions related to workforce funding on the group recently discharged from the military.
- Not aware of other programs/agencies for which SSNs might be submitted. DWS only submits for WIA, WP, VETS, TAA.
- WIRED Grants, SESP Grants, H-1B Grants, Job Corps, NFJP, INAP, Apprenticeship, HGEI Grants, HGJTI Grants, CBJTI Grants
- It is not used because it arrives after we have our federal reports completed. If we had the data at least 21 days after the end of the quarter we would be able to use FEDES for federal performance reporting.
- Department of Elementary and Secondary Education (DESE) Adult program.
- No comment.

- Adult and Family Literacy Act for [State] Department of Elementary and Secondary Education

Question 3: Does your state use the FEDES data for required state performance reporting?

- State statutory mandates, primarily for performance measurement of workforce programs using standardized State Core Measures. In addition to WIA and Perkins programs, this includes Private Career Schools, ABE/ESL, private career schools, apprenticeship programs, vocational rehabilitation
- No, because our MOU is won't allow us to send our entire student enrollment to be matched. It can only be for a subset that deals specifically with Perkins. Perhaps there should be a National Student Clearing house type system where you get what you put in.
- Job training provider performance measures High school student labor outcomes University student labor outcomes
- WIA Performance Measures
- We report similar outcome measures for to our Legislature and Governor that we report to DOL.
- FEDES data is used in developing performance measures.
- To determine if participants enter employment (aggregate data only) and for data sharing with the Department of Education (aggregate data only)
- Labor Code requires the existence of Automated Students and Adult Learner Follow-Up System, evaluating outcomes for all educational and training programs. FEDES data is used to determine employment for this requirement.
- They are used for performance reporting for the WIA, Wagner-Peyser, VETS, TAA, and Perkins Post-Secondary programs. It also used to monitor and evaluate these programs to insure they are meeting their intended purposes.
- Non DOD wages are include in all Federal reporting
- unknown how it is used
- New initiative program call the Next Generation of Career Center that was approved by ETA integrate three programs including WIA, Labor Exchange and TAA use FEDES's Wage records for state performance reporting.
- State dislocated worker programs that complement their federal program

- WIA, Labor Exchange, Trade Act, Veterans' programs. [State] used an integrated client registration and core services registration process for WIA, Labor Exchange, Trade Adjustment Assistance Act.

Question 4: Does your state use the FEDES data for federal/state program evaluations? If so, for what programs?

- In addition to WIA and Perkins programs, this includes Private Career Schools, ABE/ESL, private career schools, apprenticeship programs, vocational rehabilitation
- Perkins IV - postsecondary - and any reports specifically related on this sub-population. its one element that is nice to have so say "who of the nursing majors are employed?" and figure that out.
- Evaluating students after graduation.
- State funded job training programs, state post-secondary scholarship programs, and the reports required in the programs checked 'Yes' in question #2.
- WIA, TAA, Wagner-Peyser, VETS
- WIA, Wagner Peyser, TAA, VETS
- WIA, Wagner-Peyser, Vets, Trade
- WIA TAA Wagner Peyser Veterans
- [State] HECB evaluates all approved programs in the state and one measure of performance is employment.
- All DOL programs
- [State] DES and the [State] Workforce Investment Board ([State] WIB) used FEDES data for program evaluation/policy decisions related to workforce funding on the veteran group recently discharged from the military. [State] CCB used FEDES data for community college evaluation of Core Outcome Measure 4P1 Career and Technical Education Student Placement in Employment.
- They are used for performance reporting for the WIA, Wagner-Peyser, VETS, TAA, and Perkins Post-Secondary programs.
- Perkins Program Review of CTE programs
- WIA, WP, VETS, TAA.

- Whenever performance data is required for an evaluation component of a special grant from DOL.
- Only federal programs identified in #2 above.
- Unknown
- WIA, LE, TAA and the Next Generation Career Center (NGCC)
- See question 2 above.
- WIA, Labor Exchange, Trade Act, Veterans' programs (Common Measures). [State] is participating in the US Department of Labor Gold Standard evaluation.

Question 5: Does your state use the calculated fields for your WIA reporting? How does your state manage compliance with the restrictions on the use of DoD data?

- Carefully screen all FEDES match requests to identify those permitted under narrower DoD criteria.
- Used in school matching for the Carl Perkins and WIA federal reporting requirements.
- DoD Wage data is used for Federal DOL program performance reporting (WP, WIA and TAA). Data access restriction and security are maintain in the same fashion as WRIS data.
- All FEDES data are solely used in the quarterly data file required by ETA for reporting outcomes on participants in the WIA, Wagner-Peyser, TAA and VETS programs.
- No clue. Our internal procedures are to: 1. extract the SSNs only when needed from the Student Database. 2. Submit to FEDES. 3. Delete submission file via delete on click (<http://www.2brightsparks.com/onclick/doc.html>) super easy! 4. Wait for submission to come back, download onto local system. 5. Load in custom built tables in student database where its much more secure than local systems 6. Delete local files with delete on click. 7. Process, scrub ssns/names/etc from files. 8. Match with desired students. 9. Remove data from database with in 2 months of upload. keeps ability to redo work is needed/validate
- We currently only report whether a person is federally employed (excluding USPS).
- We treat all of the FEDES data exactly the way we treat the WRIS data. DOL was recently at [State] WD to check on that and gave us a good grade.
- Use of data is restricted to a select few within one unit of the [State] Department of Employment and Workforce.

- DOD data is incorporated under "employed" but it is not specifically mentioned as "in the military" - not even in aggregate form.
- By Federal guidelines
- The data kept in a separate database that's access is restricted to very few individuals. The specific source of the federal data is not retained.
- If the survey is asking about the calculated fields, the 'employed Y/N' fields following each wage quarter, "No". Participation & Exit Dates are not known to FEDES, so the quarters relative to the DOL ETA's questions are also not known. In my state, where supplemental data are not used to answer these Y/N questions, it's easy enough to say >\$0 = Yes. Also, the layout of eight quarters without identifying the YearQ they represent has to be reverse-engineered by us, in order to keep history straight and combine the wages with other sources (State wages, WRIS wages). That is, we have to calculate and attach a YearQ to each of the 8 quarterly wage fields BEFORE we can use them. It would be easier to have data displayed as: One line per each SSN, YearQ and Wage Amount.
- Wages are loaded into a secure database, then used for Federal performance measurement and consumer report activities only.
- A data sharing agreement with DOL.
- DOD is not currently used for any reporting - state or federal. Soon we will be embarking on a new effort to use DOD data for federal reporting only.
- DOD data is only used for Federally required reporting activities under current laws, regulations and OMB specification.
- in the form of Aggregate Wage Records to calculate average earning.
- We do not use DOD data
- Data is placed directly onto a secure server, then destroyed after import.
- [State] only uses DoD wages for federal reporting and nothing else.
- The data are entered into a secure location on our database and are not accessible to anyone but personnel involved in performance reporting.
- As the requesting agency we only use the data for federal reporting and do not share the data with any other entity.

- The Career and Technical Education division at the [State] DOE does not use WIA data. Other divisions such as Adult Ed does, but that is out of my purview.
- We are using a cumulative wage record.

Question 7: Has your state engaged in specific actions to increase the number of agencies participating in FEDES?

- Inclusion of the newly established SLDS so far has involved shifting some formerly bilateral traffic through the SLDS. Over the longer term, availability through the central SLDS is likely to increase the number of participating agencies, to the extent that they are legally eligible.
- Yes and no. Other offices in the university have decided try using the data. They are forming their own MOU's and are unwilling to share/modify an existing MOU. Outside of the university, no clue.
- Our MOA only allows us to use FEDES for education-related research and we already work with most of them to match their records with FEDES. However, we would like to increase the scope to all [State] residents.
- [State] HECB partnered with [State] Education Agency to submit data for K-12 students.
- [State] expects discussion and interest in FEDES to increase as the [State] Longitudinal Data System is formed.
- Department of Education Adult program.
- We are having conversations with education entities in conjunction with SLDS and WDQI projects that could include FEDES data.
- Data results are mainly used for required reporting and as the state contact, I have included the necessary agencies involvement to meet those requirements at this time.
- We consulted and collaborated with the [State] Department of Elementary and Secondary Education to use FEDES data for the Adult Education and Family Literacy Act program.

Question 8: Has your state engaged in specific actions to increase the utilization of FEDES matched data returned to your state?

- Not recently - we established pattern of substantial use federal employment matching pre-FEDES, as part of implementing standardized State Core Measures.
- Limited to Perkins IV. Would like to use it for other programs, but would require a new MOU to be made. Don't want to disrupt the cycle of things that are currently working. If it not broke, don't fix.

- See answer in question #7.
- We use the data for official reporting and to help answer specific questions about our system (such as by breaking out program-level performance down to specific sub populations).
- We are attempting to see if we can share data with other agencies for their purposes, including education (aggregate data only, no specific individual level data).
- Not specific actions.
- [State] expects discussion and interest in FEDES to increase as the [State] Longitudinal Data System is formed.
- We have an MOU to use the FEDES data only for Perkins compliance reporting. We would like to be able to use it for other programs,
- We have delayed federal report processing until the last possible day if FEDES wages have not arrived by expected date.
- In the future we would like to be able to receive, store and report to the feds wages that include DOD data when applicable.
- It is more beneficial to have standard way convert bi annual wage records to quarterly wage records before uploading the file similar to the WRIS's file.
- Requesting necessary ssn data in order to have more results.

Question 9: Are there other practical uses of FEDES matched data that would help us convey to DOL the current and potential future importance of FEDES to your state?

- Quite probably, but right now we are substantially wrapped up in transition to the central SLDS and other upgrades to existing practice, and facing a substantial decrease in the federal funds that have historically been used to support development and operation of participant outcome data assembly.
- Yes! We can see outside of our local state's DLIR data to see where they have ended up at. For example, we see that a student got a mechanical degree, then left our university. We then only find him on the east coast stationed with the Air Force, Army, or Navy which helps our numbers. Very useful. I would like to further dissect the information, but don't have time at the university as no one has expressed interest in just what graduates are doing. Lack of desire from higher ups, but they have other things they need done, so I swap to those projects.

- These data are valuable in understanding what educations and workforce programs are working and what areas we need to make adjustments. Program Accountability
- The most important thing is that when we use UI wage records in our reports, we always have to put a footnote in that says that the numbers do not include federal employment numbers. We'd like to change that.
- We have analyzed the impact of FEDES data on reportable performance and found that for the veteran populations, FEDES is incredibly important. For example, our Retention Numerator for Veterans is increased by 3.8% for veterans; for Disabled Veterans, the increase is 10.3%. Entered Employment is also significantly impacted by FEDES data as is Average Earnings. The impact at the Local Workforce Development Area can be far greater. Areas that include significant federal employers or military installations in particular can see huge benefits. For example, Central [State] LWDA (which includes [military installation]) sees significant increases in their Entered Employment and Retention numerators and big differences in their Average Earnings for their general population (not just veterans) and much bigger increases for veterans (9.55% increase in Vet Retention Numerator 14.66% increase for Disabled Vet Retention Numerator). E
- Educational outcome measures for community colleges and other training providers.
- As other states does not have the means to collect information about the veterans it would be useful to obtain this kind of infor from FEDES.
- No
- Per [State] DES, federal government employment wage data always has value when we are doing research projects pertaining to the employment outcomes of a particular group. This data fills a critical gap as the state of [State] maintains wage data for those individuals who work in the private sector and/or state, local government. Since the [State] data is available quarterly it would also be best if the FEDES data was available quarterly. Per [State] CCB, in the age of increased accountability, access to FEDES allows the [State] Community College System to accurately track employment success and progress of students.
- If FEDES could be used, along with federal data base used to track parents who are behind on child support, the State and Career Technical Education Programs would have a more broad and valid source of assessment data.
- The more sources we can include, the more complete the reported wage totals. More complete should = more accurate.
- not at this time.
- Conversion of your data to quarterly or monthly.

- We would like to use all the wage reporting data available to have a more complete picture of employment in [State] - in particular as students migrate out of school and through the labor force. Would also in- and out-migration patterns in the workforce.
- Contact Leslie Shortt for more ideas. Her phone number is displayed on the next page.
- No that I'm aware of.
- We are incorporating aggregated results into reports being utilized by our Governor driven Economic Councils and development authorities.
- Because [State] is an authorized participant in the Wage Record Interchange System 2 (WRIS 2) we believe FEDES is an important supplemental source for performance verification (average earnings). Currently only the Adult Education and Family Literacy Act are engaged in discussions about future use.

Question 10: Any final comments? A brief statement of endorsement would be helpful for recruiting the remaining seven non-participating states.

- FEDES data is an important component of our employment followup system - even in cases where the number of matches is small, including federal employment increases the credibility of the measures.
- A lot of the questions asked did not relate to my current responsibilities.
- Almost all of these questions do not relation to my current job duties.
- Great, simple system! Would prefer the starting year and quarter in the file or filename. Some of the returned files have the lay out, but than its hard remember which layouts go to which files, etc. FEDES works as advertised. Very good matching results, if their sources are allowed to release the records, you get it too! Best way to find matches for students that have left your state and found employment elsewhere.
- We have talked about using FEDES data more thoroughly but have not had the time or resources to do this.
- FEDES helps to capture wages that we would not otherwise be able to use for our performance measures.
- Employment data obtained through FEDES is critical to fully reporting employment outcomes for veterans and disabled veterans and it is also useful for reporting employment outcomes of the general population. The degree to which this data impacts reportable performance will vary state by state and LWDA by LWDA but that just makes it all the more critical. If the federal government (whether civilian or military) is a major employer in an LWDA, that area's performance cannot be accurately assessed and compared with other LWDA's without federal employment data obtained through

FEDES.

- FEDES is very beneficial in allowing [State] Workforce Development to accurately track federal employment data.
- Anyway to help speed up the time we get the FEDES file will help a great deal.
- I think there is confusion how FEDES works, who can participate and the cost. it will be helpful for non-participating states if this infor can be clearly conveyed to them.
- No
- The [State] Community College Board and [State] Department of Employment Services are strong proponents of utilizing FEDES data.
- We estimate that 10-15% of our positive performance outcomes in the WIA program are a result of FEDES data.
- FEDES information has been extremely helpful to us in meeting Perkins compliance
- See 9. It's also comforting to employment counselors who know a participant who may not show in our own state's wage records will possibly show in either the WRIS or FEDES records.
- Wage records obtained via FEDES are very helpful in enhancing our performance reporting. Being a smaller state, every record obtained makes a difference in our reporting.
- FEDES data should be more timely. Ideally we would like to receive it on a strict monthly basis. Additionally, the receipt of the wage data should ALWAYS include OPM, DOD and USPS wages whenever wages are made available to the states. All other federal job should also be included in the wage data sent to the requesting states.
- OPM, DOD, and UPS data has significant effect on measuring the outcome of average earning.
- Thank you for making this data available. We would appreciate greater flexibility in the use of DOD data and the presence of USPS data.
- FEDES has helped to increase out state's quarterly performance measures.
- Data have improved our performance rates for WIA/TAA programs.
- We would actually prefer less data. The calculated fields are not too useful as we need to combine them with other wage data. We don't use any of the occupational or employment

data. Ideally, for our purposes, the data should contain only SSN, year, calendar quarter, and wage.

- In [State] we use FEDES data for each reporting cycle and find it to be a very important contributor as a supplemental source for performance verification (average earnings).