

State Equity Analysis

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Leveraging Program Data to Understand Equity

Federal Register / Vol. 86, No. 14 / Monday, January 25, 2021 / Presidential Documents

7009

Presidential Documents

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.

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



Where do we start?

- ETA is involved in grants and programs that touch millions of Americans in the workforce.
- What data do we have that can measure and help advance equity?



Strategic Approach

How do we design an analysis to measure equity and drive change?

Questions

- How do we define “equity”?
- Once defined, how do we measure it?

Analytic Principles

- What?, How? & Why?
- Replicable
- Modular



Data Assessment

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Equity Executive Order

- *“Many Federal datasets are not disaggregated by race, ethnicity, gender, disability, income, veteran status, or other key demographic variables. A first step to promoting equity in Government action is to gather the data necessary to inform that effort.”*

Presidential Documents

Executive Order 13985 of January 20, 2021

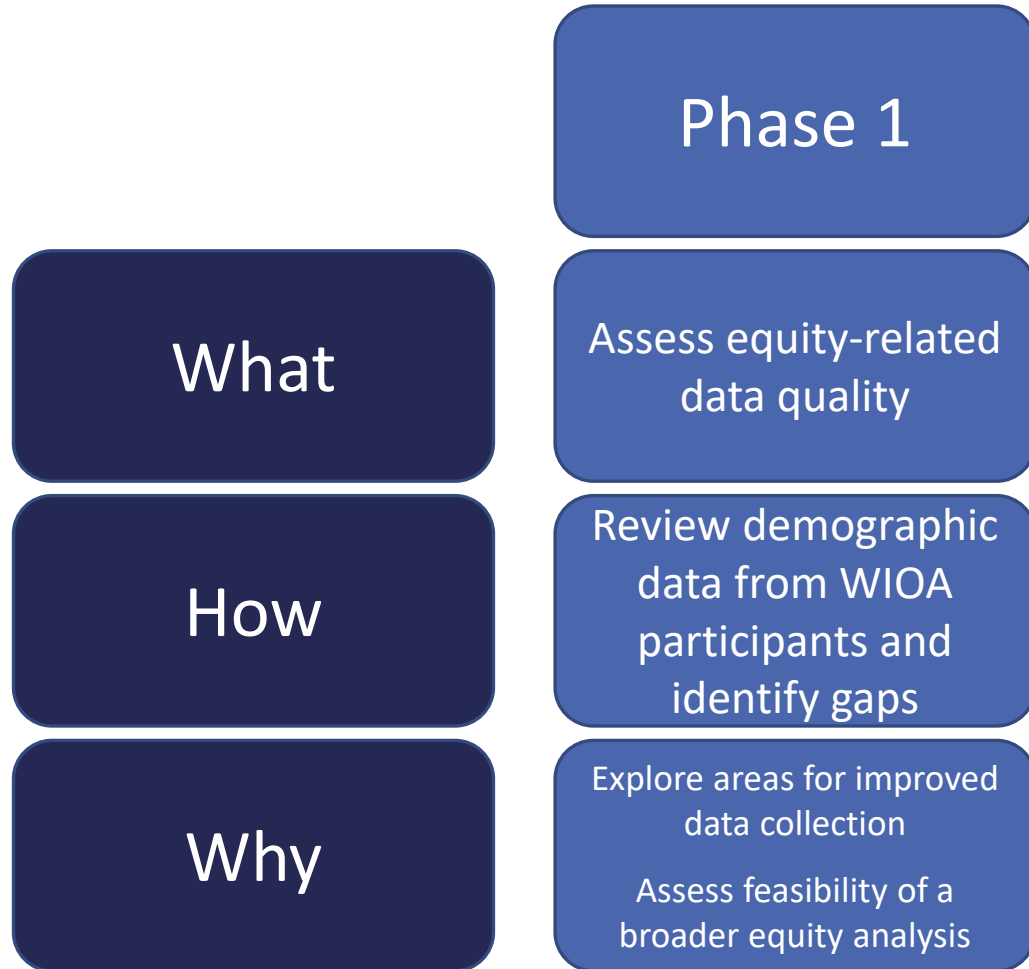
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Phase 1: Gathering Data



Assess Demographic Data

- Assessed the frequency of reporting for key demographic data on program participants (sex, race, ethnicity)
- Initiated technical assistance to better understand the differences and develop tools on the importance and value of quality data collection
- Identified methods for treating the data to adjust for missing demographic data when conducting analyses



Phase 2: Measuring Equity

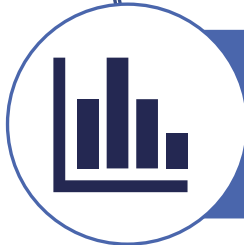
	Phase 1	Phase 2
What	Assess equity-related data quality	National Equity Report
How	Review demographic data from WIOA participants and identify gaps	Evaluate services and outcomes by demographic groups
Why	Explore areas for improved data collection Assess feasibility of a broader equity analysis	First major review from an equity perspective



National Equity Report



How does access to services differ across demographic groups?



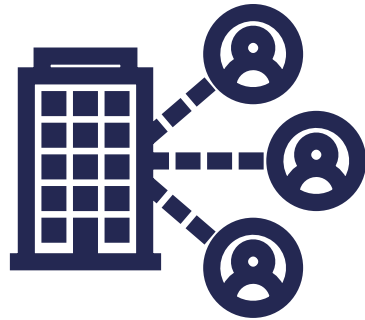
How do outcomes differ between demographic groups?



How do differences in access (e.g., basic services, individualized career services, and training) relate to differences in outcomes?



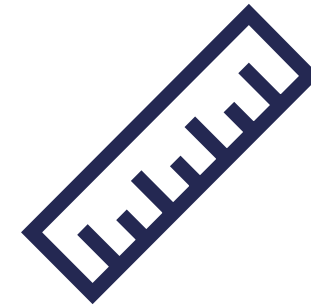
National Equity Report



WIOA data from participants who exited the Adult, Dislocated Worker, Youth, and Wagner-Peyser programs



Determined best practices for classification of demographic groups



Used white male participants as a reference group for calculating differences

Phase 3: Refining The Analysis

	Phase 1	Phase 2	Phase 3
What	Assess equity-related data quality	National Equity Report	State Equity Reports
How	Review demographic data from WIOA participants and identify gaps	Evaluate services and outcomes by demographic groups	Leverage code already prepared for the national report
Why	Explore areas for improved data collection Assess feasibility of a broader equity analysis	First major review from an equity perspective	Identify areas where change may be possible



State Equity Reports

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



Where do we go from here?

- How can we use state equity reports to drive change?
- What can we do to continue with forward progress?



Timeline

Spring 2023

- Finalize report formatting
- Build out functionality to explore equity-related questions

Summer 2023

- Release reports to regional ETA offices
- Provide support on utilizing and navigating the reports

Spring 2024

- Refresh the reports with new PY data
- Incorporate new features
- Transition to an annual release model



Thank you!

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