

Outcomes for Opportunity Governance Overview

The Outcomes for Opportunity Initiative (O4OI) is a two-year pilot program that enables workforce development boards and nonprofit job training providers to make better use of outcomes data. Beyond the initial pilot phase, Outcomes for Opportunity (O4O) will increase the availability, accessibility, aggregation, and analysis of data and information as a means of improving economic opportunity for workers nationwide. This people-centric approach will enable workforce professionals to put ‘user-needs’ at the center of data collection, product development, and system design. Ultimately resulting in co-created data products that solve universal problems for the workforce development and job training field.

Currently, the work of O4O is driven and designed around two primary goals:

1. Build infrastructure for workforce boards to aggregate data points already being collected, that can be seamlessly utilized by all training providers, even those that lack internal data capacity, and to do so in a way that an “Impact Center” can provide data-driven insights on performance outcomes back to workforce boards and training providers; and
2. Establish an initial network of workforce boards that will contribute to identifying the “minimum viable data sets” required to more fully demonstrate workforce development outcomes at scale and in a uniform manner across a national network.

In order to support this work and ensure the needs and perspectives of local workforce boards, program and service providers, and job and credential seekers are considered at all steps along the way, JFF seeks to create a three-tiered governance structure in order to provide critical input to inform the Outcomes for Opportunity Initiative’s journey and vision for long-term sustainability. Each tier of this governance structure is described in brief below.

Outcomes for Opportunity Advisory Committee

This will be a standing committee providing strategic direction for Outcomes for Opportunity. It is a forward-thinking group, focused on how to best prepare workforce boards, training providers, and job/credential seekers now and in the future. This group will weigh in on JFF’s strategic direction and long-term vision for this work. This group’s strategic vision and support are critical for the long-term success and sustainability of O4O. This group will have responsibility for ensuring that the core metrics evolve with the changing nature of learning and work and will help identify opportunities for expanded data use.

More information about this advisory committee is included in the following pages.

Impact Measures and Data Development Workgroup

This is a standing workgroup consisting of representatives from each O4O pilot site. Representatives are data and/or technical experts from their respective organizations. This workgroup is designed to provide JFF and their technical partners with workforce data and

system expertise required to ensure O40's near and long-term success. Workgroup members will provide their own expertise as well as function as technical liaisons who will bring in other subject matter experts from their respective organizations to participate in discussions and sub-groups, as needed.

More information about this workgroup is included in the following pages.

Ad-hoc User Experience, Data, and Technical Subgroups

As the development of data products continues, the need for multiple streams of separate, yet coordinated work involving the workforce boards is increasing. To ensure equity of participation and decrease the burden on any one individual or workforce board, short term, topical subgroups will be initiated to address specific project needs. The need for ad-hoc subgroups may be identified by JFF, Brighthive, or other technical partners. These subgroups will have a very narrow focus, such as dashboard design or user experience. The formation of subgroups will be proposed to the Impact Measures and Data Development Workgroup, and it will be the responsibility of Workgroup members to identify appropriate individual(s) from their organizations to participate in the subgroups.

Outcomes for Opportunity Advisory Committee

Purpose

The purpose of this committee is to provide input and expertise into JFF's strategic direction and long-term vision for O4O.

Scope

This is a forward thinking, visionary committee designed to ensure the long-term goals of O4O are met and that the data products produced continue to provide insights and value to its primary stakeholders, including workforce boards, training providers and policy makers. It is responsible for ensuring that the core metrics evolve with the changing nature of learning and work. As such, this committee will provide input on emerging trends in the workforce and education space and how the O4OI data products may address them, provide feedback on published data products, and strategic insight into the long-term vision and direction for O4O.

Membership

Membership of this committee will consist of top-level representatives from each of the seven pilot workforce board sites, as well as at least one training provider representative, and at least one state and/or local government representative. In the future this committee will also include associations representing employers, as well as representatives from state and local government. Members of this committee will be nominated by Impact Measures and Data Development Workgroup members and selected by JFF representatives.

Representatives from technical partners such as Brighthive and/or Domo may attend meetings on an ad hoc basis for informational purposes.

Responsibilities

Advisory Committee Members are being asked to participate in this committee because of their deep knowledge of the workforce and education sector and their strong leadership within their organizations and the sector at large. As such, their responsibility is to share that expertise with JFF and the committee with a focus on a vision and long-term roadmap that benefit not only their organizations, but workforce boards in general, policy makers, and job and credential seekers. In support of the long-term sustainability of O4O, committee members are responsible for being good data stewards and ambassadors of impact. These responsibilities may include activities such as brokering relationships with other regional data contributors and suggesting the integration of additional private and/or public data sets to O4O's data products.

JFF's responsibilities are to develop and provide meeting agendas prior to committee meetings, document and disseminate meeting notes, and keep the committee informed of the status and progress of O4O generally. JFF may ask committee members to provide input into meeting agendas, such as topics of discussion or potential issues, but it will never fall to committee members to develop the agenda. Initially, Brighthive's Data Governance lead, Autumn Felty, will support JFF in their role as convener and facilitator of the advisory committee.

Meeting Cadence

This advisory committee will meet at least annually. Ad hoc committee meetings may be scheduled as needed, or at the request of committee members, with adequate notice given to committee members prior to meetings.

O40I Vision and Advisory Committee Roster

Organization	Primary Contact Name	Primary Contact Email	Alternate Contact Name	Alternate Contact Email
JFF				
Brighthive	Autumn Felty	autumn@brighthive.io	Brian Lim	brian@brighthive.io
Arapahoe/Douglas Works!				
Workforce Solutions Greater Dallas				
San Diego Workforce Partnership				

Impact Measures and Data Development Workgroup

Purpose

The purpose of this workgroup is two-fold:

1. The workgroup will help JFF understand the limitations that exist around the data they hope to receive from participating workforce boards, and thus help JFF to make informed and strategic decisions regarding timing, sequencing, metrics roll-out, and public data product design.
2. The workgroup is intended to ensure the value proposition for workforce boards' participation in this project is realized at the most practical levels. Members of this workgroup will act as technical liaisons for the workforce board to ensure data is available to appropriately power or enhance the data products as needed.

Scope

This is a tactical workgroup that will provide input and recommendations on metrics prioritization, data requirements, data availability, data sensitivity, etc., during the development phase of the O4OI project.

This workgroup will not take the place or duplicate the work of Data Products User Experience Groups. The work of the Impact Measures and Data Development Workgroup will complement the work of the Data Products User Experience Groups, and vice versa. These two streams of work should inform each other.

Membership

Membership consists of individuals from the pilot sites that are most knowledgeable about the data JFF would like them to contribute. As new pilot sites join O4OI, an individual from those organizations will have representation on this workgroup.

Representatives from technical partners such as Brighthive and/or DOMO will attend meetings on an ad hoc basis, if there are things they would like the workgroup to weigh in on, clarification of technical or data requirements needed, etc.

Responsibilities

Pilot site representatives are being asked to participate in this workgroup because of their deep knowledge of their data and those it represents. As such, their responsibility is to share that expertise with JFF and the workgroup at large with a focus on creating data products that benefit not only their organization, but workforce boards in general, policy makers, and job and credential seekers. Additionally, workgroup members will act as technical liaison for their workforce board, identifying additional subject matter experts to participate in workgroup discussions and participate in short-term, topical subgroups as needed.

JFF's responsibilities are to develop and provide meeting agendas prior to workgroup meetings, document and disseminate meeting notes, and keep the workgroup informed of the development progress of the project generally. JFF may ask pilot site representatives to provide input into meeting agendas, such as topics of discussion or potential issues, but it will never fall to pilot sites to develop the agenda. Initially, Brighthive's Data Governance lead, Autumn Felty, will support JFF in their role as convener and facilitator of the workgroup.

Meeting Cadence

While the development of data products is taking place, meetings may take place monthly, or more frequently based on need. After the data products have been developed, the workgroup may be disbanded or meet on an ad hoc basis for continued feedback, for example, when JFF needs input on new metrics or features.

Impact Measures and Data Development Workgroup Roster

Organization	Primary Contact Name	Primary Contact Email	Alternate Contact Name	Alternate Contact Email
JFF				
Brighthive	Autumn Felty	autumn@brighthive.io		
Arapahoe/Douglas Works!				
Workforce Solutions Greater Dallas				
San Diego Workforce Partnership				

Pilot Workforce Board Profiles



What They Do:	<p>The San Diego Workforce Partnership funds and delivers programs that empower job seekers to meet the current and future workforce needs of employers in San Diego County. They are the local workforce development board, designated by the City and County of San Diego. Together with community partners, the Workforce Partnership provides targeted employment services designed to help eligible adult job seekers identify, or regain, a career that will promote their success.</p> <p>Additionally, career centers provide employment services, including career assessment, job training and job search assistance for San Diego residents whether unemployed or employed.</p>
Who They Serve:	Youth, job-seekers, community partners, and businesses throughout the City of San Diego and San Diego County in southern California.
Metro Statistical Area:	San Diego-Chula Vista-Carlsbad, CA
Key Regional Industries:	Advanced Manufacturing, Education and Human Development, Energy/Construction/Utilities, Healthcare, Information & Communications, Life Sciences & Biotechnology, and Public Administration
Main points of contact:	Shannon Moran, CIO
Systems:	<p>CalJobs: Powered by GeoSol; State workforce system</p> <p>DOMO: SDWP reporting and dashboards</p> <p>Salesforce: Non-WIOA</p>
Interests:	Increasing public reporting of workforce data.

WORKFORCE SOLUTIONS

G R E A T E R D A L L A S

What They Do:	The sole mission of Workforce Solutions Greater Dallas centers on providing competitive solutions for employers through quality people and for people through quality jobs. WFSDallas is a quasi-governmental and non-profit organization that oversees more than \$120 million annually and invests in all things workforce. The system leverages public and private resources in many ways ranging from transitioning highly skilled individuals into new careers to helping unemployed and underemployed people find work.
Who They Serve:	Youth, job seekers, community partners, and businesses in the City of Dallas and throughout Dallas County, Texas.
Metro Statistical Area:	Dallas-Fort Worth-Arlington, TX
Key Regional Industries	Healthcare, Technology, Trade, and Transportation
Main points of contact:	Richard Perez, Resource Development and Deployment Manager
Systems:	The Workforce Information System of Texas (TWIST): Texas's one-stop workforce information system. Powered by GeoSol. Ad-hoc Reporting Infrastructure: Internal to WSGD
Interest:	To bridge the gap between availability and accessibility, including making non-ETP program offerings more readily accessible to credential seekers. To "fully wire the Dallas community."



What They Do:	Arapahoe/Douglas Works! is a member of the Colorado Department of Labor and Employment's statewide network of workforce centers, which provide a variety of no-cost services to job seekers and businesses. The workforce center serves as a critical resource to connect people and businesses in Arapahoe and Douglas Counties, and throughout the Denver/Aurora metropolitan region. The workforce center offers an array of tools to support local jobseekers, including offering resources and workshops for a self-directed job search, one-on-one employment counseling, and training assistance. They utilize Connecting Colorado, an online database of statewide job openings and registered jobseekers, to facilitate the match between skilled workers and businesses.
Who They Serve:	Youth, job seekers, community partners, and businesses in Arapahoe and Douglas counties of Colorado.
Metro Statistical Area:	Denver-Aurora, CO
Key Regional Industries:	Healthcare, government, retail trade, professional and scientific services
Main points of contact:	Patrick Holwell, Workforce Economist
Associated Data Systems:	Connecting Colorado: Colorado's state workforce and education system. Contains state wage and unemployment records. Colorado Unemployment Benefits System (CUBS): Colorado's state-wide unemployment benefits system.
Interest:	To understand the impact support services have on those who receive them in combination with education and training programs.