Session 10: Data-driven Decision Making

Wednesday, October 21, 2010
3:00-4:00 PM ET
 Speakers

✓ **Brandon McReynolds**, Ph.D., Director of Workforce Development at Colorado Department of Higher Education

Scaling Apprenticeship Grant

✓ **Greg Scheib**, Workforce Analyst, Division of Strategic Investments, DOL-ETA

✓ **Kristen Milstead**, Workforce Research Analyst, DOL-ETA

✓ Moderator: **Chris Spence**, Principal, New Growth Group

Scaling Apprenticeship TA Coach
Framing

- Industry and Employer Engagement Strategies
- Participant Engagement Strategies
- Institutional and System Engagement Strategies
- Project Performance Management and Continuous Improvement Processes
- Evaluation
Overview of Colorado Scaling Apprenticeship Grant

- Colorado Department of Higher Education, the Colorado Community College System, and the Colorado Department of Labor and Employment
- Healthcare (20+ occupations)
- $12 million
- 5,000 apprentices over four-years
- 15 colleges
- Launch of Colorado Collegiate Apprenticeship Program
- Leveraging other grants and existing infrastructure
Other Grants in the Colorado Portfolio

- State Apprenticeship Expansion (SAE)
- Apprenticeship State Expansion (ASE)
- Building State Capacity to Expand Apprenticeship through Innovation: ETA-TEGL-15-19
- CO HELPS (Scaling Apprenticeship Grant)
- CO TECH (Apprenticeship: Closing the Skills Gap Program)
- Pathways Home Grant
- University of Colorado, Colorado Springs (UCCS) Cybersecurity Grant (Apprenticeship: Closing the Skills Gap Program)
- Youth Apprenticeship Readiness Grants: FOA-ETA-20-06 (CareerWise Colorado)
- "Youth Apprenticeship Readiness Grants: FOA-ETA-20-06 (National Restaurant Association Educational Foundation)"

✓ Total of $37.5 million 2020-2024
Data Landscape

- Colorado Collegiate Apprenticeship Data: Scaling Apprenticeships in Healthcare

Phase 1 - Data Collection

- USDOL Reporting:
  - Colorado Department of Labor and Employment (CDLE)
  - Colorado Community College System (CCCS)
  - Colorado Department of Higher Education (CDHE)
- Website and Social Media
- Colorado Labor Market Information
- College Application Data
Phase 2- Analys
  ‣ Tableau
  ‣ Communication Plan
  ‣ Demand Occupations

Phase 3- Improvement
  ‣ Program Design
  ‣ Outreach Improvement
  ‣ Transparency

Example: Matching program demographics to geographic demographics to understand whether programs are attracting representative populations.
Questions for Discussion

- What does data flow look like in your grant?
- How many organizations and systems are involved?
- How does data (and what types) get into your system?
- Who manages it?
Question

How does data inform the following?

- Employer engagement
- Participant engagement
- Institutional or system engagement
- Project management decisions
- Adoption of effective practices
Improvement – What’s Next for CO’s Data Capabilities?
Is anyone tackling the following?

- Documentation of blended, braided, or leveraged funds
- Employer cost-benefit or Return on Investment (ROI)
- Data-informed efforts to engage certain types of employers or sub-groups of participants
Questions?
Thank You!

Brandon.McReynolds@dhe.state.co.us
Cspence@newgrowthgroup.com