

DEI Evaluation Team Bulletin #8¹

DEI Evaluation Rounds 5-6 Frequently Asked Questions

Q1. How should I determine which customers are DEI Round 5 participants?

A1. *As a rule of thumb, AJC customers that self-disclose a disability and receive case management/wraparound services from AJC staff while being supported by a DRC are likely to be good candidates for DEI. In contrast, customers that wish to use (core) self-services or intensive services that require little staff involvement may not want or need the kind of support that is available through the DEI. Keep in mind that all customers that self-disclose a disability and register at an AJC will be counted toward your efforts to enroll individuals with disabilities into your Job Centers whether or not they are identified as DEI participants.*

Q2. How will Social Dynamics monitor the completeness of the data you enter into your data system and DEI data elements entered through the DEI Web-Portal?

A2. *Because the quality of the data you submit to Social Dynamics has a direct impact on the findings of the DEI evaluation, on a quarterly basis your Social Dynamics Evaluation Liaison will send an email to you about your data. It will indicate which data system and DEI Web-Portal data elements are up to date and which are missing for your currently enrolled or exited DEI participants. You will be asked to indicate why this information has not been entered using an automated form that will be emailed to Social Dynamics.*

The graphic below shows the information that Local Workforce Development Areas² (LWDA) will receive on a quarterly basis. It includes the unique identification number of each customer whose data is missing or not yet added to your data system or the DEI Web-Portal. The DRC will enter the information into the table and then click to send it to Social Dynamics.

¹ To access Bulletins 1-5, go to <http://socialdynamicsllc.com>, click on the “DEI” button (top of screen), “DEI Forum and then DEI Document Library (top of screen).

² The Workforce Innovation Opportunity Act (WIOA) has introduced the term Local Workforce Development Areas (LWDA) as a substitute for Local Workforce Investment Area (LWIA)

DEI Data Quality Updates Needed: LWDAX9

Uniaue ID: 928392839	ADLS	Certification	Type of Dis
Uniaue ID: 394837890	ADLS	Certification	Type of Dis
Uniaue ID: 098948534	ADLS	Certification	Type of Dis
Uniaue ID: 948594823	ADLS	Certification	Type of Dis

[Click to send to Social Dynamics](#)

Q3. Our LWDA, which has a Round 5 DEI grant, started providing services to DEI participants in January 2015. Since Social Dynamics started the evaluation in October 2015, will the participants that received DEI services from January 2015 through October 2015 be included in the evaluation results?

A3. *Yes! Social Dynamics is well aware that some Round 5 grantees have been providing services since January 2015. Grantees have been entering information on these participants into your data system but have not been entering it into the DEI Web-Portal, which came online in October 2015. It is very important that all grantees enter the DEI Web-Portal information. It provides information on DEI Round 5 enrollment, use of service delivery strategies, as well as disability categories and activities of daily living, which are used to accurately match treatment to comparison group members. Social Dynamics will assist any LWDA with this process. If you have a large back-load of information that has not been entered into the DEI Web-Portal, Social Dynamics can help. Contact your Evaluation Liaison at 1-855-990-1105 for more information.*

Q4. We understand the importance of collecting Activities of Daily Living to ensure that the evaluation can accurately match treatment with comparison group members. The questions are appropriate but are kind of personal in nature. Is it possible for us to answer some of these questions through our case management and assessment processes, rather than asking them directly when we first meet a new DEI participant?

A4. *Yes. Activities of Daily Living should be collected within two weeks after enrollment. They can be answered by the DRC or an AJC Staff during the initial case management period or asked of each customer directly during the intake process. Please keep in mind that the Activities of Daily Living are very important to the overall integrity of the study as they will be used to match individuals in treatment LWDAs with those in comparison LWDAs. Without this information, the two groups may not match up in terms of their workforce and demographic characteristics, which would jeopardize the integrity of the DEI evaluation.*

Q5. Under WIOA, career pathways are training programs that are tied to those that are available in the local areas. It used to be that when a customer got a job that was unrelated to the local economy, it would still count. So my question is, does it have to be a job that's part of a local growth industry or can it be any job that the customer wants?

A5. *A job that aligns with identified state or regional economic needs, such as one in an industry identified in the state's Unified or Combined State Plan, is more desirable than one that is outside of the local area. This is due primarily to convenience versus the expense of moving to another local area in the event of lay-offs. But, for the purposes of the DEI Round 5 evaluation, the LWDA will receive credit for jobs both within and outside of the local economy.*

See A7 for more information on career pathways.

Q6. Does a Career Pathway have to include a “ladder” (for advancement in supervisory level responsibilities) and a “lattice” (for advancement in technical/skills)?

A6. *While it is ideal for a job to have both a ladder and lattice, LWDA's will receive credit for jobs that have one and/or the other.*

Q7. If we send someone for vocational training, does that count as Career Pathways?

A7. *It depends on the kind of vocational training. Career Pathways are characterized by career ladders and lattices, jobs that are part of the local economy, and a formal certification process. If these Career Pathways characteristics are part of the vocational training program being considered, it would count as Career Pathways training.*

CAREER PATHWAY.-The term "career pathway" means a combination of rigorous and high-quality education, training and other services that

- a. aligns with the skill needs of industries in the economy of the State or regional economy involved;*
- b. prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937 (commonly known as the "National Apprenticeship Act"; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.) (referred to individually in this Act as an "apprenticeship", except in section 171);*
- c. includes counseling to support an individual in achieving the individual's education and career goals;*
- d. includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;*
- e. organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;*

- f. enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and*
- g. Helps an individual enter or advance within a specific occupation or occupational cluster.*

Additional guidance is available through the Department of Labor’s “Career Pathways Toolkit.”
<https://www.workforce3one.org/view/2001523732879857569>

Q8. Does a Career Pathways training program have to be funded by DEI or can it be funded by our Rehabilitation Services or some other agency?

A8. Career Pathways training can be funded by any agency and it is encouraged that it be funded by multiple entities by braiding funding around the individual’s specific needs.

Q9. If we provide training through our state’s incumbent worker program, does that count as Career Pathways?

A9. It depends on the kind of training. Career Pathways are characterized by career ladders and lattices, jobs that are part of the local economy, and a formal certification process. If these Career Pathways characteristics are part of the training being provided through your state’s incumbent worker program, it would count as Career Pathways training.

Q10. When Social Dynamics conducts its site visits in spring 2016, who will be asked to participate in the interviews and DEI participant focus groups?

A10. The Evaluation Liaison will contact the DRC first to schedule the site visit. From there, we will schedule interviews with the DRC, Employment Counselors, AJC Manager and/or Deputy Manager, and Business/Employer Outreach Specialist. From there, we will ask the DRC who else is involved in providing support to individuals with disabilities in the LWDA and make decisions on the inclusion of other respondents. We will also conduct a focus group of DEI participants. They will receive stipend of \$30 for the hour-long group interview plus a light meal (e.g. pizza, salad, drinks). The Evaluation Liaison will send a flyer to the DRC to advertise the focus group one week prior to the site visit date.