

Wyoming Department
of Employment
Research & Planning

Click on the pictures below to find out about the steps involved



MOU



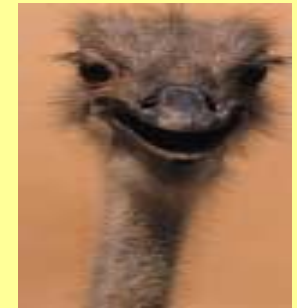
File Edits



Analysis



Reporting



Artifacts

Using Wage Records
for WIA Participant
Evaluation

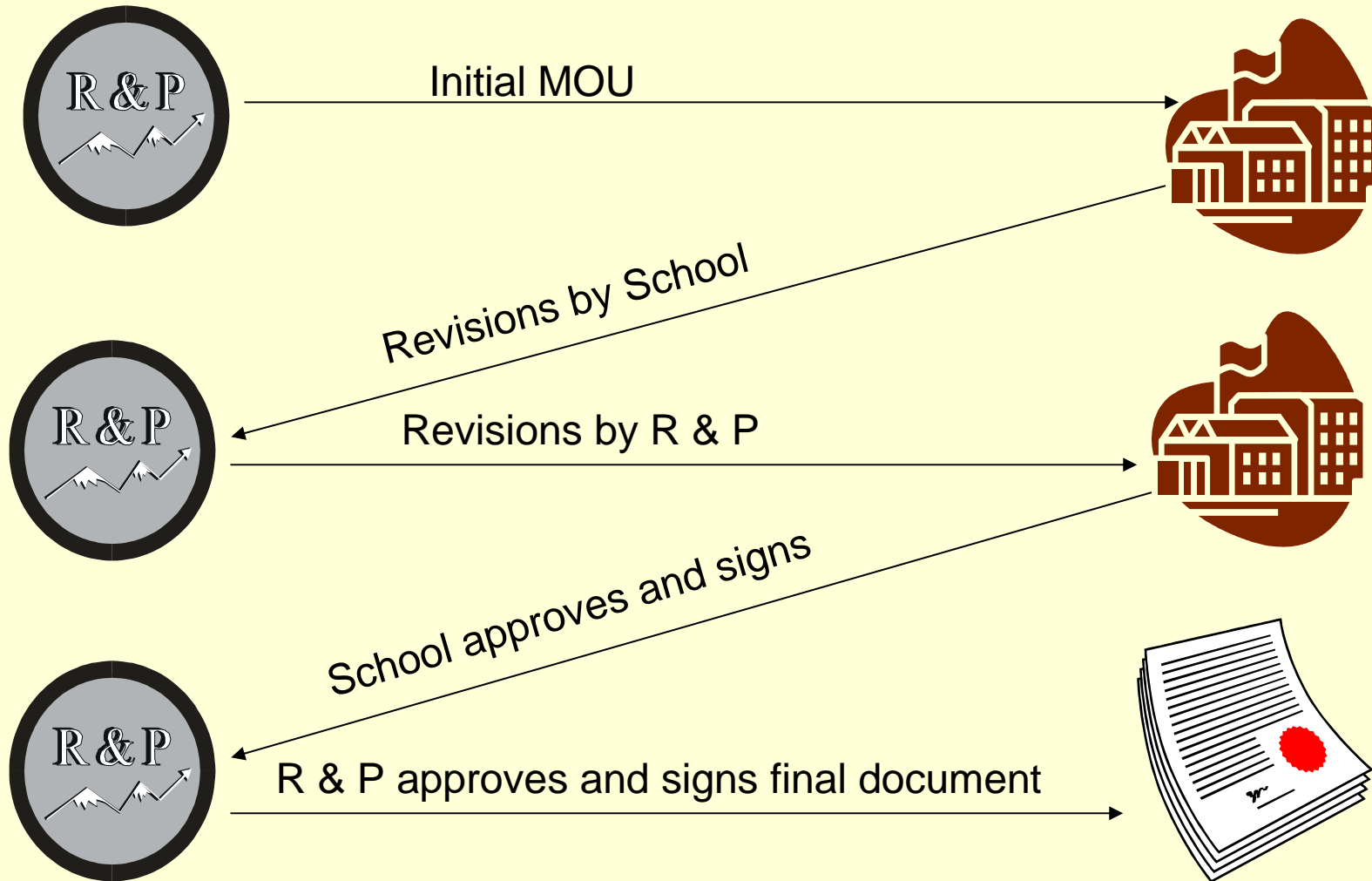
Wage Records Training Session

February 19 – 20, 2003

Wyoming Department of
Employment
Research & Planning Section
Casper, WY

Presented by
Sylvia D. Jones
Statistical and Research Analyst

Negotiation of Memorandums of Understanding (MOU)



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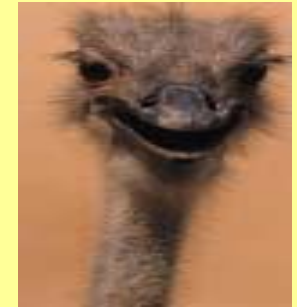
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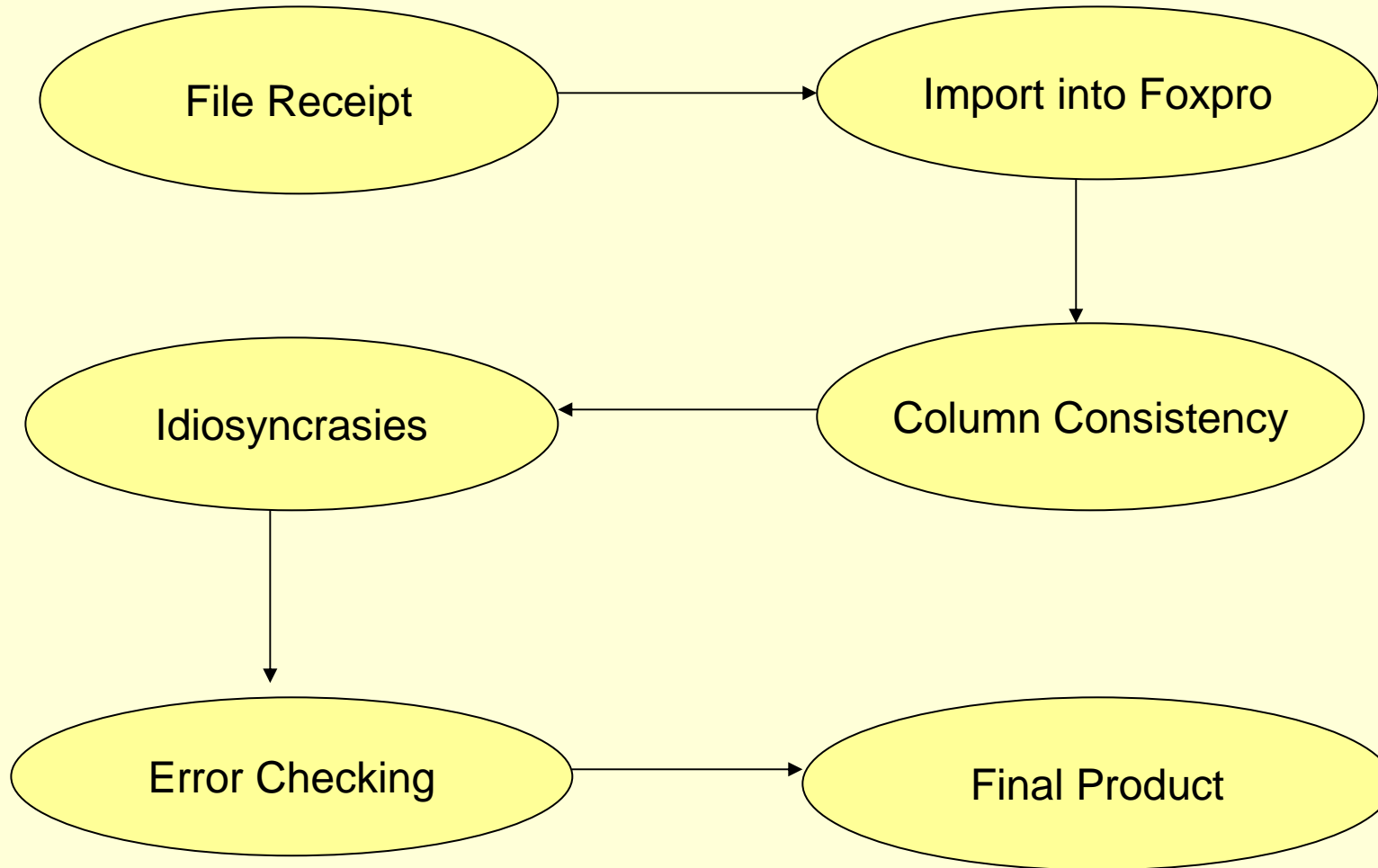
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File Editing Procedures



Files Received from School

File Formats

1. Excel Spreadsheet
2. Text file
3. CSV (Comma Separated Values)
4. Database table



Microsoft Excel
Worksheet



Text Document

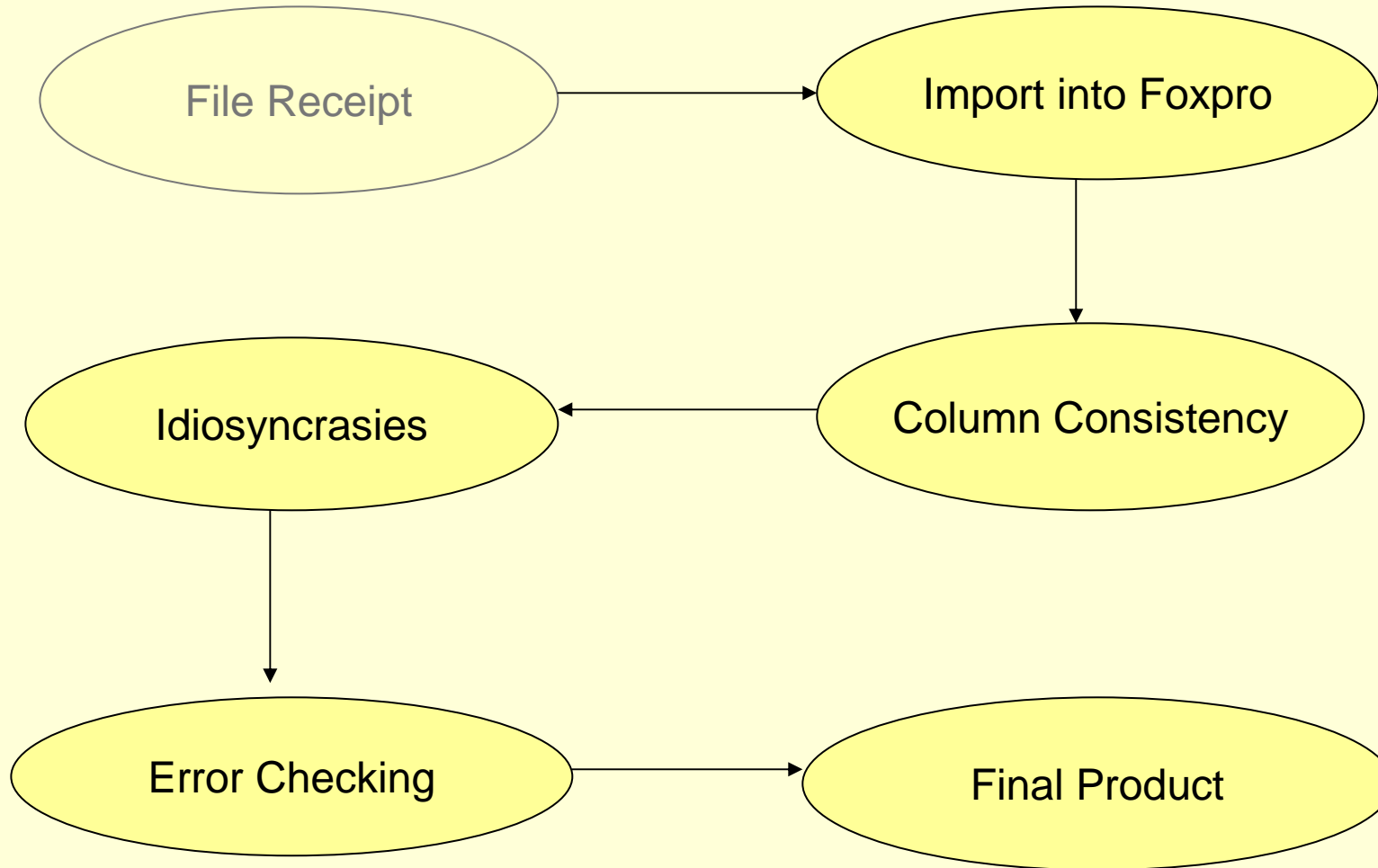


Microsoft Excel
Comma Separated Values



Microsoft Visual
FoxPro Table

File Editing Procedures



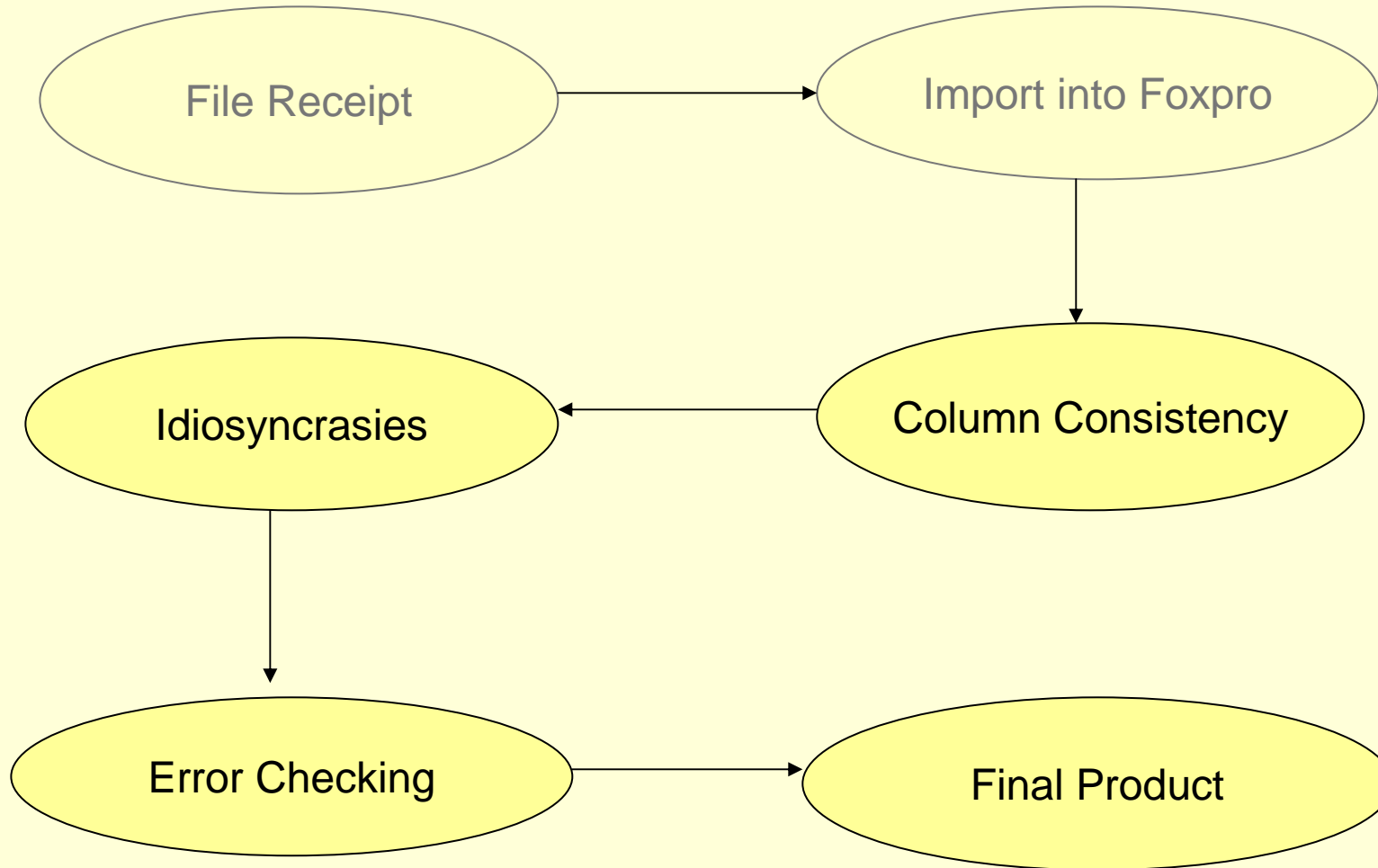
Importing Data into Foxpro (or whatever Database program you choose)

This is generally easy because of the built-in import features of the database programs

Things to watch out for:

1. Column names not importing with the data
2. Date Fields importing wrong
3. More than one worksheet in spreadsheet
4. More than one term combined into one table
5. Column delimiters not obvious

File Editing Procedures



Alter Table to Maintain Consistency

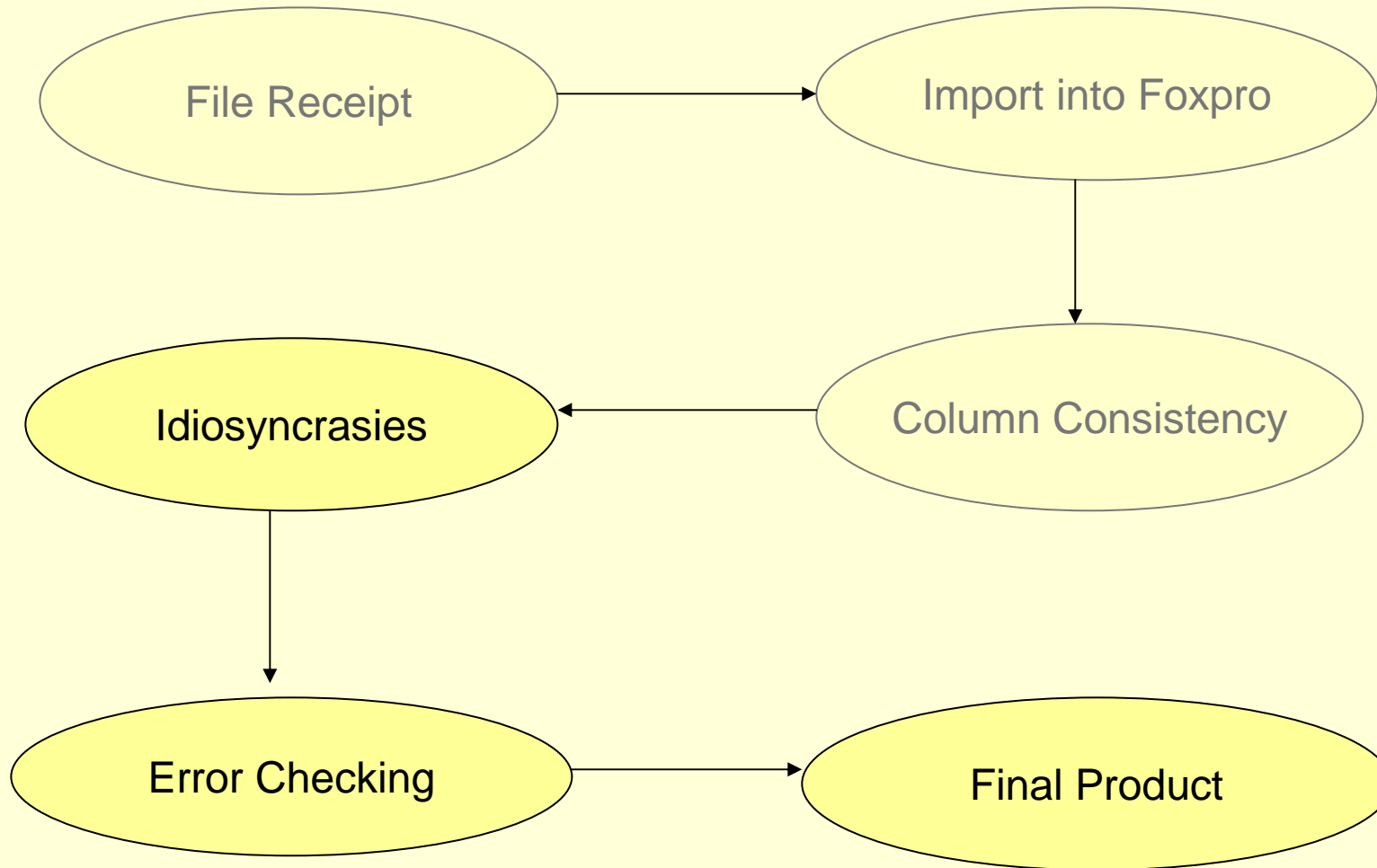
Major issues to check for:

1. Hours completed (Numeric)
2. GPA (Numeric)
3. Date of Birth (Variable ordering)
4. Graduation Date (Ordering)
5. Academic Program (Length)
6. Major (Length)
7. Resident (Content)
8. Term (Add)
9. SSN_C (Add)

Populate Fields:

1. Term
2. SSN-C

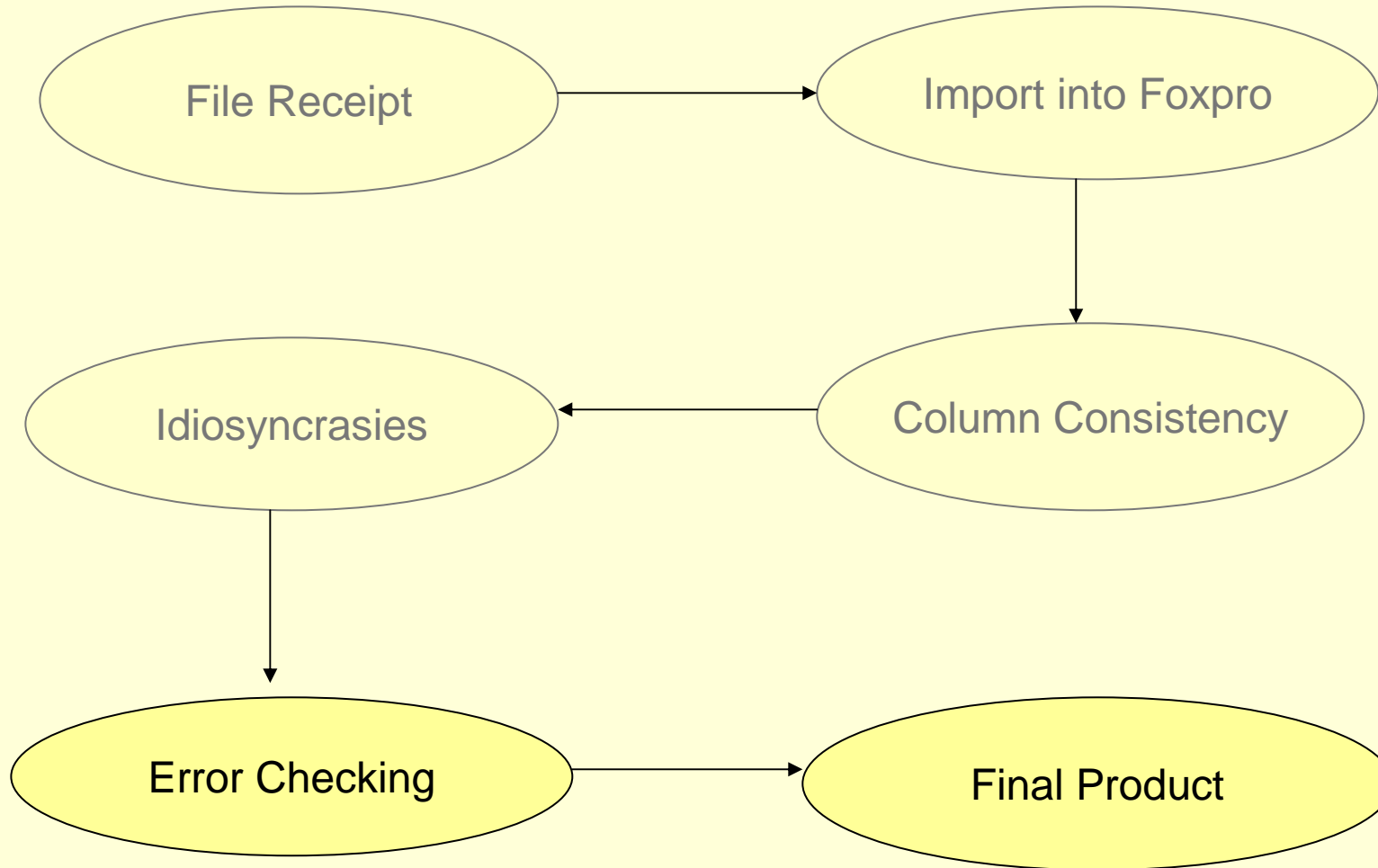
File Editing Procedures



Idiosyncrasies of the data

- One school has no graduates in the fall semester
- Graduation date not real dates (6 or 7 for spring or summer)
- Matricul in real dates rather than 99/Fa
- Major is numeric
- Standing is numeric
- Spring and Summer combined in one file with no delimitation
- Graduates included from every semester, not just most recent

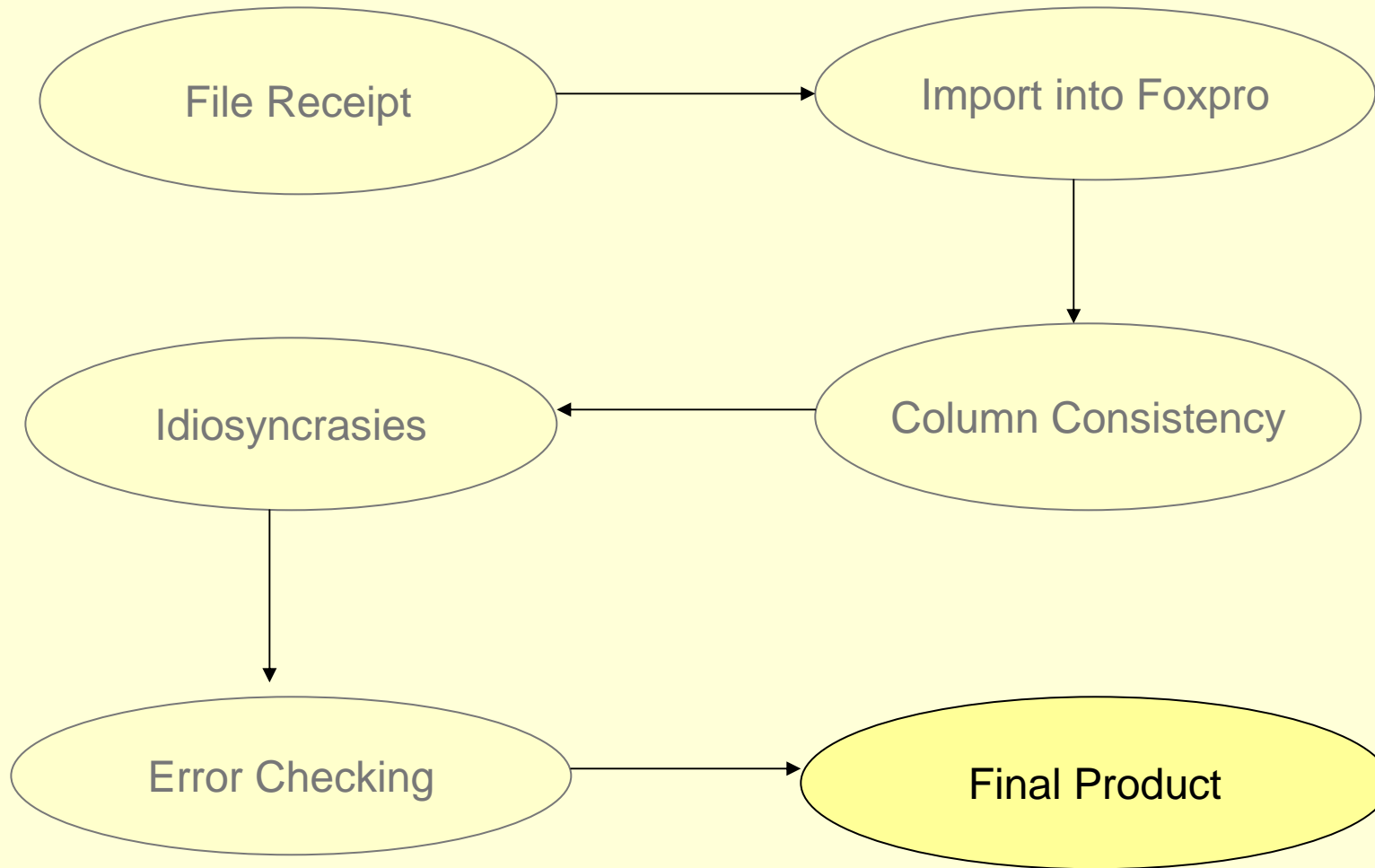
File Editing Procedures



Error Checking

- Remove duplicates
- Run Frequency distributions
 - Graduates
 - CIP
 - Gender
 - Resident
 - Unique SSNs
 - Invalid SSNs
 - Degree type
 - Graduation Date

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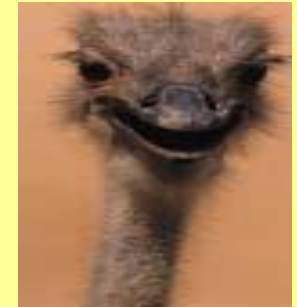
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Data Analysis

Steps of Data Analysis

1. Merge with Wage Records on SSN
2. Develop time series
3. Develop stratifications
4. Match control group
5. Compute statistics

Develop Time Series

Steps for Developing Time Series Table

1. Decide on length of time series
 - Create columns
3. Fill columns with series data
4. Run query to condense file into horizontal structure

Points to Consider

1. Using a period field is easier than year/qtr or term
2. Time series will be unique to the individual. Grouping variable will be graduation date
3. Individuals might have more than one degree or certificate (graddate)

Create Stratifications

Steps Involved

1. Decide on relevant variables for stratification
2. Sort experimental group into the stratifications
3. Frequency distribution of experimental group on stratification variables

Possible Variable to Stratify

- Gender
- Age Group
- Previous Earnings (group)
- Previous Turnover
- Previous Industry classification

Create Matched Control Group

Steps to Creating Control Group

1. Use criterion variables to decide who in the “population” of wage records is eligible for participation. This is the control group pool.
2. Using distribution from experimental group, assign an identical distribution to control group pool.
3. Determine N by using the smallest n in any stratification group. That group uses 100% of the eligible pool.
4. Apply the distribution to the rest of the groups using the total N calculated in step 3 in order. This will give you the n for each group.
5. Randomly select from control sample pools to make control groups

Distributions

Matrix

Compute Statistics

Quasi-Experimental Comparison

- Limited number of variables can be tested because of small cell sizes.
- In order to use more variable in the model, huge samples have to be employed.

Multivariate Procedures

- Ordinary Least Squares
- Statistically controls for small sample sizes
- Basically holds constant certain variables so that statistical effect can be measured independently

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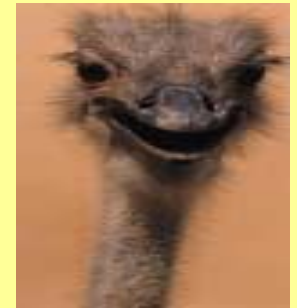
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Sample Reports

- [Workforce Development and Community College Outcomes](#)
- [Measuring the Impact of Wyoming's Workforce Development Training Fund: Part Two](#)
- Sara's College publication (In your packets)

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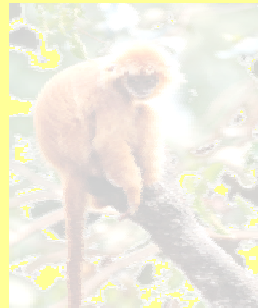
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Artifacts of WIA reporting

Artifacts

- Evaluation period too short
- Turnover
- Compared to what ?

Suggested Reading

- [Workforce Investment Act Customer Satisfaction: Lessons from the Field](#)
 - [How Difficult is it to Contact Workforce Investment Act Job Seekers](#)
 - [Measuring the Impact of Wyoming's Workforce Development Training Fund](#)
- Tony's Skip Gillum research