WEI Data Projects for Continuous Improvement
Dawn Koeltzow, Project Director, Illinois Central College
Dr. Akemi Bailey-Haynie, WEI Coach, President, GEC Consultants
Learning Objectives / Outline

➢ WEI Data Projects
➢ Evaluation
➢ Role of the WEI Coaches
➢ Community of Practice
➢ Equity-Focused Trainings

➢ Reflection Pauses & Questions
Supporting Continuous Improvement

➢ Data, Data, Data!
➢ WEI Reporting Requirements
➢ Overlapping Grants
➢ Quarterly Narratives, Financials, Supplemental Data Sheet
➢ Closeout Performance, Financial, Demographic, Supplemental
Quarterly Summary Reports

➢ Helpful for Benchmarking
➢ Tracking Progress Against Consortium Targets
➢ Aggregate Data – College Reported and Student Self-Reported
➢ Keeping Data Consistent
➢ Lessons Learned
➢ Coach Use of Reports

Dear WEI Consortium, please see below for a Year 3 Q6 Summary Report on the FY22 WEI Grant. These figures are based on your Q6 Reports. Let Dawn know if you see errors.

Y3 Q6 SUMMARY REPORT FOR FY22 WEI GRANT

➢ Q6 – grant period is from December 1, 2021 through March 31, 2023
➢ Year 3 (FY22) Grant ends June 30, 2023
➢ Next Report (Q7) is due July 31, 2023; Closeout Reports due August 30, 2023

SUMMARY REPORT CONTENTS

1. Snapshot of WEI Outcomes – all three grants
2. FY22 College Dashboards – Outcomes as of Q6 (through March 31, 2023)

1. Snapshot of WEI Outcomes - FY20, FY21, and in progress figures for FY22
## Monitoring Progress, Year-End Results

<table>
<thead>
<tr>
<th>Consortium Metrics Targets (60%) Listed</th>
<th>FY20 Results (at closeout)</th>
<th>FY21 Results (at closeout)</th>
<th>FY22 In Progress (will end 6/30/23)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Enrolled Participants</td>
<td>3,209</td>
<td>3,323</td>
<td>3,126</td>
</tr>
<tr>
<td>Credentials</td>
<td>2,526</td>
<td>3,613</td>
<td>2,851</td>
</tr>
<tr>
<td>60% African American Students</td>
<td>76%</td>
<td>71%</td>
<td>73%</td>
</tr>
<tr>
<td>60% Completers (at time of report)</td>
<td>60%</td>
<td>62%</td>
<td>64%</td>
</tr>
<tr>
<td>60% Completers Employed</td>
<td>65%</td>
<td>70%</td>
<td>54%</td>
</tr>
<tr>
<td>Average Hourly Wage</td>
<td>$17.69</td>
<td>$20.39</td>
<td>$20.44</td>
</tr>
<tr>
<td>Average Cost Per Student</td>
<td>$5,565</td>
<td>$5,227</td>
<td>$4,417</td>
</tr>
</tbody>
</table>
Tracking Living Wage Outcomes

- MIT +30% Target
- Data Sheets
- Program Admins
- Leadership Meeting
- Coach Meetings
- Revised Portfolio Mix of Training Programs
- Continuation Plan

<table>
<thead>
<tr>
<th>Year</th>
<th>Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY20</td>
<td>$16.10</td>
</tr>
<tr>
<td>FY21</td>
<td>$19.72</td>
</tr>
<tr>
<td>FY22</td>
<td>$23.19</td>
</tr>
<tr>
<td>FY23</td>
<td>$23.07</td>
</tr>
</tbody>
</table>
Reflection:

➢ Are there any questions/suggestions regarding WEI’s quarterly reporting procedures?
NIU – CGS
• Recommendations to ICCB (March)
  • Fiscal Year Alignment
  • Consistent Measurable Goals
  • Disaggregated Data Analysis to Explore Equity Goals
• College Performance Report (May)
  • Closeout Analysis
  • Promising Practices
Reflection: Pause to Review NIU’s College Performance Report

➢ Are there any questions that we can answer for you?
Disaggregated Data Project

- NIU – CGS, ICCB, andIDES
- WEI Flag – Slice of Date
- Total Student Records: 3,518
  - Credit Students 2,677
  - Non-Credit Students 414
  - Both 427
  - Wage Matches for 2/3 of Records
Potential Research Questions:

- Is there a significant difference in completion rates based on students' characteristics (e.g., race/ethnicity, sex/gender)
- Is there a significant difference in employment rates based on students' characteristics (e.g., race/ethnicity, sex/gender)
- Is there a significant difference in income amount after program completion based on students' characteristics (e.g., race/ethnicity, sex/gender)
- Are certain students more likely than others to enter a specific training program? For example, are female students more likely to enter healthcare training programs?
- In what industry(ies) are most students receiving training?
Technical Assistance – WEI Coaches

➢ Coaches Use of Data for Continuous Improvement
➢ Advise Portfolio of Colleges
➢ Help to Onboard New Consortium Members
➢ Share Innovative Practices
➢ Celebrate Achievements and WEI Students

Dr. Rebecca Lake

Dr. Akemi Bailey-Haynie
Other Tools for Continuous Improvement

OCCRL
Office of Community College Research and Leadership

Based on Allan, B. (2008). Knowledge creation within a community of practice
Reflecting on Improvements Made

- Leadership Support
- Building Cultural Competence and Equity-Focused Plans
- Impacting Institutional Change
- Increasing Completion and Employed Rates
- Adopting Innovative Practices Across Colleges to Remove Barriers for Students
- Sharing Curriculum and Training Program Ideas
- MIT +30% Analysis / Review of Academic Programs
- Onboarding New Staff / Participating Colleges
- Using Data as a Coaching Tool
Suggestions For Us Questions

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Thank You for Attending the Session!