



CAREER CONNECTED
LEARNING PHL

Positioning Philadelphia's Youth for Career Success

Data Power Up: Strategies for Data Collection and Tools | November 14, 2024

Presenters



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Foundations Inc. Your Capacity Building Partner



Build Capacity

Capacity Building and Support



Strengthen Skills

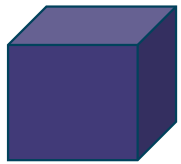
Professional Learning



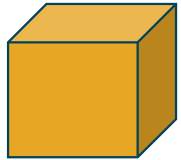
Elevate Techniques

Resources

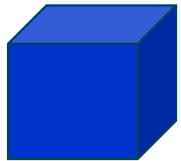
Objectives



Realize the role of data in youth workforce development program success



Explore various tools and strategies for data collection



Participate in engaging practices with real world scenarios

Activity

What data collection methods are you currently using?

What challenges have you faced when collecting data?

Planning Data Collection

- Align data with program goals
- Key Performance Indicators
- Determine which items to measure

Determine Items to Measure

Youth Enrollment/ Retention

How often do the youth attend PD?

How much work has the youth completed?

How many youth were enrolled previous semesters?

Youth Satisfaction

Was this session meaningful?

Was the session relevant to youth experience?

Did youth appear bored?

Determine Items to Measure

Youth Network Growth

How many partners are presented to youth?

How did youth respond to their presence?

Did youth plan to meet with partners following completion of the program?

Impact of Curriculum

What skills or knowledge did youth acquire through the curriculum?

Has the program helped youth identify or refine career goals and pathways?

How satisfied were youth with the curriculum?

Activity

A youth workforce provider has been running a program designed to prepare youth for careers in technology. To secure funding, the provider must demonstrate the success and impact of the program potential to JEVS. However resource data is limited, so they need to prioritize what they need to measure.

What are the most relevant outcomes that demonstrate success for a youth workforce program in technology?

A. Youth Enrollment	C. Youth Satisfaction
B. Youth Growth	D. Impact of Curriculum

Types of Research Design

Qualitative



- Answer "Why" question
- Observation, symbol, word, etc.
- Observe and interpret
- Grouping of common data/ non-statistical analysis

Purpose



Data Type



Approach



Analysis



Quantitative



- Answer "How many/much?" question
- Number/ statistical result
- Measure and test
- Statistical analysis

Understanding Program Data

Definition

Collection and analysis of information directly related to program's activities, participant experiences and outcomes

Benefits

- Program Evaluation
- Informed Decision Making
- Accountability
- Stakeholder Engagement

Example Questions

1. What is your highest level of education completed?
2. How many professional development sessions did you attend?
3. Did the program help you to develop a professional network?
4. What improvements would you suggest for future programs?

Understanding Outcome Data

Definition

Extent to which youth have experienced shifts in several aspects of their lives because of your program

Benefits

- Resource Allocation
- Improvement Opportunities
- Impact Measurement
- Program Effectiveness

Example Questions (pulled from Hello Insight Surveys)

1. I keep going, even when things get tough or stressful
2. It is important for me to participate in my community
3. I put my best effort even when something I'm working on gets tough
4. I take time to find out my own identities (who I am).

1	2	3	4	5
Does NOT describe me well		Sort of describes me	Describes me VERY well	

Activity

What questions could you ask youth to measure Outcome Data?



Understanding Demographic Data

<u>Definition</u>	<u>Benefits</u>
Socioeconomic information expressed statistically	<ul style="list-style-type: none">• Equity and Inclusion• Trend Analysis• Tailored Programming• Outcome Tracking
<p data-bbox="961 950 1318 990" style="text-align: center;"><u>Example Questions</u></p> <ol style="list-style-type: none">1. What is your age?2. What is your gender? What are your pronouns?3. What is your current zip code?4. Which of the following best describes your racial/ethnic background? (Select all that apply: African American, Hispanic/Latino, Asian, White, Native American, Other: please specify)	

Understanding Process Data

Definition

Comprehensive record of how a system is performing over time

Benefits

- Enhanced Program Efficiency
- Improved Youth Experience
- Data-Driven Decision Making
- Outcome Optimization

Example Questions (to ask yourself)

1. What percentage of youth regularly attend scheduled workshops or training sessions?
2. How long does it take youth to move from initial interest to full enrollment in the program?
3. Which skills or training areas do youth find most challenging?
4. What percentage of youth use support services like counseling, transportation assistance or career coaching?

Types of Process Data

Raw Data

Historical
Data

Real-Time
Data

Static
Data

Dynamic
Data

Leveraging Data Types



Activity

What is a key benefit of using real-time data in your C2L PHL program?

A. It remains unchanged over time	C. It provides historical context
B. It helps in making immediate updates to stakeholders	D. It is used for static program design

Methods of Collection

Survey and Questionnaires



Methods of Collection

Types of Survey Questions

Open Ended

Closed Ended

Nominal

Methods of Collection

Types of Survey Questions

Likert Scale

Rating Scale

Yes/No

Activity

What question type does NOT limit youth response?

A. Closed Ended	C. Yes/No
B. Nominal	D. Open Ended

Methods of Collection

Interviews and Focus Groups



How to Structure A Focus Group

Preparation

- Create a list of focus areas or questions
- Arrange a comfortable environment

Facilitation

- Introduction
- State the purpose of focus group
- Set ground rules
- Ice breaker
- Guided conversation



How to Structure A Focus Group

Analyze and Summarize Findings

- Identify key themes
- Review youth quotes

Share Results and Next Steps

- Report insights
- Develop an action plan



Methods of Collection

Observations



Ethical Considerations

- Informed Consent
- Youth Rights
- Cultural Sensitivity

Activity

The provider plans to use an online platform to collect survey data from youth participants to assess their skills and track progress over time. The survey includes questions about education, work history, family background and mental health status.

How do you ensure that participants understand what data is being collected, why it is being collected, how will it be used and who will have access to it?

Data Management Systems

Salesforce

Data-Driven Insights

Improved Service Delivery

Compliance and Reporting

Enhanced Collaboration

Excel

Data Organization and
Management

Tracking and Monitoring
Progress

Data Analysis and Reporting

Customization and Flexibility

Activity

Participant Name	Program Start Date	Program End Date	Job Placement Date	Youth Satisfaction Score	Satisfaction Comments	Number of Connections	Number of Connections (END)	Network Growth	Job Retention (6 months)
Markeisha	10/14/2024	12/20/2024	10/31/2024	4.5	"Very helpful staff"	10	25	150%	Yes
Julian	10/16/2024	12/20/2024	-	4.0	"Learned new skills"	8	20	150%	Yes
Cane	10/14/2024	12/20/2024	10/31/2024	3.0	"Could use more support"	5	10	100%	-
April	10/28/2024	12/20/2024	-	4.8	"Program exceeded expectations"	12	28	133%	Yes
Deanna	10/14/2024	12/20/2024	10/31/2024	2.5	"Too fast-pasted"	6	12	100%	-

Pre-Program Assessment

The screenshot shows the homepage of the C2L Resource Library. The browser address bar displays <https://www.c2lphresourcelibrary.org/home>. A yellow banner at the top of the page reads "Scroll to the bottom of this page to sign-up for our capacity building newsletter!". The main header features a large, stylized "C2L" logo in blue and orange, with the words "RESOURCE Library" in white text to its right. A search icon is visible in the top right corner of the header. On the left side, there is a dark navigation menu with the following items: Home, About, Virtual PD Events, Tools and Templates, Guides, Employer Resource Kit, Podcasts and Media, Self-paced Learning, Explore, and Contact Us. Below the navigation menu, a blue banner contains the text "REMINDER: Content on the resource library gets updated on a weekly basis!". The main content area is titled "Make the most of your capacity building journey!" and features a grid of four images showing bookshelves and library interiors. To the right of the images, the text "Explore. Learn. Thrive." is displayed. Below this, three sections provide information: "Self-Paced Learning" (start with Learning Modules, engage with community), "Discover Resources" (wealth of knowledge, Tools and Templates page), and "Stay Up to Date" (visit the resource library for latest resources and events). A final line of text reads "On the road for empowerment? Your journey to success starts here!".

Pre-Program Assessment



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C2L-PHL Provider Leadership: Pre-Program Assessment & Action Plan

The C2L-PHL Pre-Program Assessment and Action Plan was adapted from the National Collaborative on Workforce and Disability's (NCWDs) Youth Knowledge, Skills, and Abilities Assessment for Practitioners[1]. The tool will allow youth workforce providers to assess the knowledge, skills, and abilities of leadership and frontline staff and set capacity building goals. Foundations Inc., the C2L-PHL Capacity Building Provider will use the information gathered to inform current and future capacity building support for C2L-PHL programs.

Directions:

This tool has seven competency areas. Use the rating scales below to complete the assessment:

Proficiency

Rank how knowledgeable or skilled you believe you/staff are on each competency using the following scale:

- 1 = I currently know little to nothing about this
- 2 = I have some knowledge or skill in this.
- 3 = I know a good amount about this, but it would be useful to learn more
- 4 = I am very knowledgeable or skilled in this.

Pre-Program Assessment

PROFESSIONAL
DEVELOPMENT



Activity

Providers Start Here!

Program Pre-Planning Assessment

Evaluate the readiness of your program to support the C2L - PHL initiative. By utilizing this tool providers can identify strengths, areas for improvement, and tailor strategies to align with the needs of their youth.

Complete the survey by choosing one of the following options that best fits your role and the platform you would like to use (Google or Microsoft)

[Provider Leadership \(Google Form\)](#)

[Provider Leadership \(Microsoft Form\)](#)

[Provider Frontline Staff \(Google Form\)](#)

[Provider Frontline Staff \(Microsoft Form\)](#)

Keeping TABBs

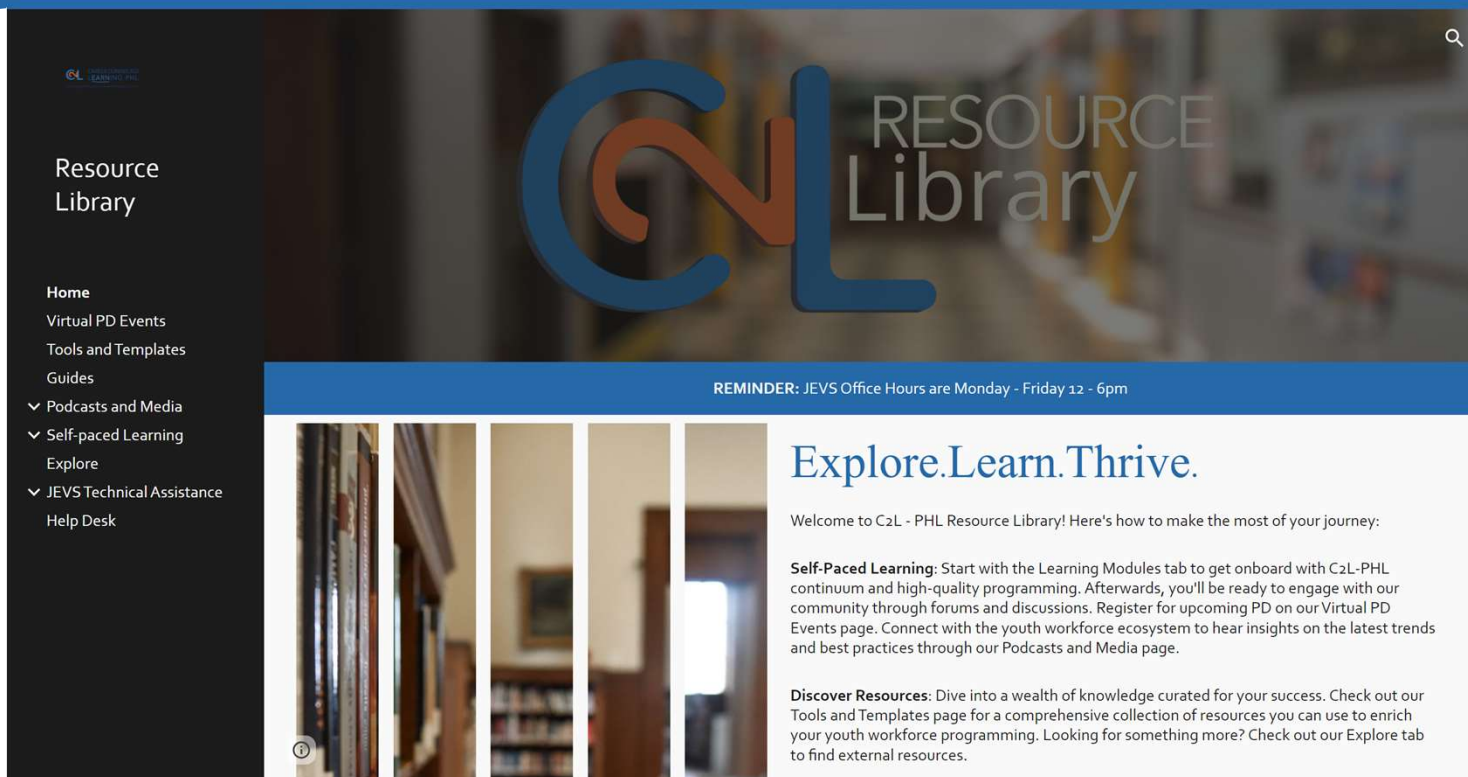
T
A
B
B

Takeaway
Action
Barriers
Benefits



Resources Review

Register for the next PD Opportunity by visiting the Virtual PD Events page



The screenshot shows the C2L Resource Library website. At the top, there is a navigation bar with the C2L logo and the text "CAREER CONNECTED LEARNING PHL". Below this is a search bar and a large banner area with the "C2L RESOURCE Library" logo. A sidebar on the left contains a "Resource Library" menu with options: Home, Virtual PD Events, Tools and Templates, Guides, Podcasts and Media, Self-paced Learning, Explore, JEVS Technical Assistance, and Help Desk. A blue banner below the sidebar contains the text "REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm". The main content area features a grid of images showing library shelves and a large heading "Explore.Learn.Thrive.". Below the heading, there is a welcome message and two sections: "Self-Paced Learning" and "Discover Resources".

Resource Library

Home

- Virtual PD Events
- Tools and Templates
- Guides
- Podcasts and Media
- Self-paced Learning
- Explore
- JEVS Technical Assistance
- Help Desk

REMINDER: JEVS Office Hours are Monday - Friday 12 - 6pm

Explore.Learn.Thrive.

Welcome to C2L - PHL Resource Library! Here's how to make the most of your journey:

Self-Paced Learning: Start with the Learning Modules tab to get onboard with C2L-PHL continuum and high-quality programming. Afterwards, you'll be ready to engage with our community through forums and discussions. Register for upcoming PD on our Virtual PD Events page. Connect with the youth workforce ecosystem to hear insights on the latest trends and best practices through our Podcasts and Media page.

Discover Resources: Dive into a wealth of knowledge curated for your success. Check out our Tools and Templates page for a comprehensive collection of resources you can use to enrich your youth workforce programming. Looking for something more? Check out our Explore tab to find external resources.

Capacity Building Virtual PD Events



Employers:
Communicating with the
Workforce of Tomorrow
Thursday, November 21,
2024 at 10 am

Questions?

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