

# Strong Workforce Program (SWP) Incentive Funding Model Overview

(Taking effect in FY 2019-20, aligned with Student Success Metrics)

## Incentive Funding Metrics

Metrics include those aligned with WIOA, the Simplified Metrics, and the funding formula:

<b>Progress</b>	# of students who attain 9 or more credit units in CTE in an academic year
	# of students who attain a noncredit workforce milestone in an academic year
<b>Credential Attainment</b>	# of students who earn a Chancellor’s Office-approved CTE certificate, associate degree, CCC bachelor’s degree, or apprenticeship journey status
<b>Transfer</b>	# of CTE students who transferred to a four-year institution
<b>Employment</b>	Rate at which CTE exiters (who did not transfer) report they were employed in a job closely related to their field of study
<b>Earnings</b>	Median annual earnings among exiting CTE students
	# of exiting CTE students who improved their earnings
	# of exiting CTE students who attained the county-level living wage

## Assigning Points

Incentive funding for colleges and regions will be based on a points-model for attainment of the following metrics:

<b>Progress metrics</b>	<b>½ point</b> will be awarded per student who attains the outcome <i>Example: 200 students attain 9+ credit units, 100 points awarded</i>
<b>Credential Attainment metric</b>	Recognizing that longer-term awards yield stronger economic outcomes over time, various types of certificates and degrees will be assigned points as follows: <ul style="list-style-type: none"> <li>Chancellor’s Office approved credit certificate of 12 to &lt; 18 units, or noncredit certificate of 48 to &lt; 288 hours: <b>1 point</b></li> <li>Credit certificate of 18 to &lt; 30 units or noncredit certificate of at least 288 hours: <b>2 points</b></li> <li>Credit certificate of at least 30 units, associate degree: <b>3 points</b></li> <li>CCC bachelor’s degree or apprenticeship journey status: <b>4 points</b></li> </ul> <p><i>Each student is counted only once per year, regardless of the number of awards earned during that time. Points will be given for the highest point-value award obtained.</i></p>
<b>Transfer, Earnings Gains, and Living Wage metrics</b>	<b>2 points</b> are awarded for each student who attains the outcome <i>Example: 100 students transferred to a four-year institution, 200 points awarded</i>
<b>Job Closely Related to Field of Study metric</b>	Points calculation: % of students who report employment in a job closely related to their field of study, multiplied by the # of students who were sent the survey equals the number of points awarded. <i>Example: 1,000 students were included in the survey sample, and survey results found that 75% of students report working in a job closely related to their field of study, then 750 points will be awarded</i>

<b>Median Earnings metric</b>	Points calculation: 1 point is awarded for each dollar earned, then the number is divided by forty to make the figure proportional to other measures. Not based on student counts. <i>Example: median earnings is \$40,000, 100 points awarded</i>
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## Economically Disadvantaged Students

To further incentivize colleges to close equity gaps, more points are awarded for those who are designated as economically disadvantaged students (EDS), per the definition used for the Carl D. Perkins Career and Technical Education Act of 2006:

- Awarded a Board of Governors Waiver
- Awarded a Pell Grant
- Identified as a CalWORKS participant
- Identified as a participant in the Workforce Innovation and Opportunity Act (WIOA) program
- Reported as economically disadvantaged

<b>Most metrics</b>	EDS will receive points worth twice what non-EDS receive <i>Example: economically disadvantaged students who transfer will receive 2 points, compared to 1 point for students who are not economically disadvantaged.</i>
<b>Job closely related to field of study metric</b>	No weighting will be used because data is based on a sample of former students, which may not represent the proportion of economically disadvantaged students who met this goal.
<b>Median earnings metric</b>	No weighting will be used because the measure is based on a range of earnings by former students.

## Data Sources

All data for the calculation of the SWP metrics comes from existing data sources.<sup>1</sup> All data can be viewed in the LaunchBoard Strong Workforce Program Metrics tab.<sup>2</sup>

<b>Progress, Credential Attainment, &amp; Transfer metrics</b>	Chancellor’s Office MIS (CO MIS), National Student Clearinghouse, Department of Apprenticeship Standards
<b>Median Earnings, Earnings Gains, and Living Wage metrics</b>	CA Employment Development Division’s (EDD) Unemployment Insurance (UI) wage records
<b>Job Closely Related to Field of Study metric</b>	Career & Technical Education Outcomes Survey (CTEOS)

<sup>1</sup> Colleges, districts, and regions do not need to collect data separately for use in the SWP Incentive Funding model. However, colleges should ensure that their institution participates in the CTEOS each year (costs are covered by the Chancellor’s Office).

<sup>2</sup> <https://www.calpassplus.org/Launchboard/Home.aspx>

## Funding Calculations

### Variables and Weights for Each Funding Round<sup>3</sup>

		2016-17	2017-18+
<b>Variables and Weights:</b>	Unemployment Rate	1/3	1/3
	Proportion of CTE FTEs	1/3	1/3
	Projected Job Openings	1/3	1/6
	Incentive Funding Metrics	0	1/6

### Incentive Funding Methodology

All variables for the SWP funding will be recalculated annually. To determine the incentive funding distributions, the following methodology will be applied:

#### Local Share:

1. Points for all CTE programs at all community colleges are totaled to create a statewide sum.
2. This sum is divided by the amount of funding available per FY for the 17% local share to create a value per point.
3. The value per point is multiplied by the number of points that each college received to determine its distribution.
4. Multi-college districts: the distributions for all district's colleges are summed to create the district distribution.

#### Regional Share:

1. Points for all CTE programs are totaled at the regional level and added together to create a statewide sum.
2. This sum is divided by the amount of funding available per FY for the 17% regional share to create a value per point.
3. The value per point is multiplied by the number of points that each region received to determine its distribution.

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<sup>3</sup> SWP incentive funding was calculated using the original SWP metrics definitions in 2017-18 and 2018-19. Beginning in 2019-20, the SWP incentive funding will be calculated using SWP metrics aligned with the Student Success Metrics (as described above). The definitions for the original SWP metrics can be found at <https://doingwhatmatters.cccco.edu/portals/6/docs/SW/SWP-Incentive-Funding-Handout-original-metrics.pdf>.