

## Cradle-to-Career Data Governing Board Staff Report

Date Report Issued: April 30, 2025

Date Report Modified: May 7, 2025

Attention: Members of Cradle-to-Career Data Governing Board

Subject: **Update from Workforce Data Task Force and Possible Action on the Addition of Data Providers and Inclusion of New Data Points in the P20W Dataset (Agenda Item 10)**

Staff Contact: Judy Chan, Deputy Director of Digital Services

At this meeting, the Governing Board (Board) will have the opportunity to hear an update about the recommendations resulting from the Workforce Data Task Force and vote on the inclusion of additional Data Providers and data points to the Cradle-to-Career Data System (C2C).

### Requested Action:

[Education Code section 10866\(b\)\(4\)\(A\)](#) empowers the Board to expand the maintained data set by (1) approving additional data providers and (2) requesting additional data points from the data providers.

Please review pages 29-31 of the [Governance Manual](#), which describes the process for formally adding data points to the list of P20W data points. (Per [Education Code section 10861\(m\)](#), the P20W data set is “the data set adopted by the governing board and requested from the data providers.”)

For this item, Staff recommends that the Governing Board approve the following two motions.

- ❖ Motion 1: Move to approve the addition of the California Workforce Development Board (CWDB) and Employment Training Panel (ETP) ~~and~~ as Data Providers to the P20W data set ~~and approve the related resolution.~~

- ❖ Motion 2: Move to approve data points proposed by CWDB and ETP, and additional data points for Employment Development Department (EDD) and Department of Industrial Relations (DIR) to the P20W data set, as presented, **and approve the related resolution.**

#### Background:

[Education Code 10860\(b\)\(1\)](#) states that “the data system shall be used to provide access to data and information necessary to provide insights into critical milestones in the education-to-employment pipeline, including insight regarding early learning and care to grade 12, inclusive, and into higher education, skills training opportunities, and employment to better enable individuals to maximize their educational and career opportunities, and to foster evidence-based decisionmaking to help the state build a more equitable future.” In order to meet statutory requirements to provide valuable insights, the P20W must be expanded to include workforce elements. This was first explored during the planning process of C2C, where state agency representatives and community members recommended that the P20W analytical data set include information on workforce training to deepen understanding about ways that adults prepare for jobs and to identify how education and workforce training relate to employment and earnings.

The Labor and Workforce Development Agency (LWDA)'s mission is to ensure safe and fair workplaces, deliver critical worker benefits, and promote good jobs for all. It oversees seven major departments, boards, and panels that serve California workers and employers. As one of the original signatories to the participation agreement and contributor during the planning process, workforce elements from the labor agency departments were planned for inclusion in the data system from the beginning.

CWDB is responsible for the oversight and continuous improvement of the workforce system in California including administering state funded special projects. ETP is a statewide business-labor training and economic development

program that provides funding to employees to assist in upgrading the skills of their workers.

EDD and DIR were added as Data Providers to the data system in April 2022. EDD administers federally funded Workforce Innovation and Opportunity Act (WIOA) programs. DIR and specifically the Division of Apprenticeship Standards administers registered apprenticeships and pre-apprenticeship programs for both adults and youth.

### [Updates from the Workforce Data Task Force](#)

After ingestion of the initial information for the analytical data set, the Office launched a task force to consider the workforce elements that could be added. The task force consisted of members of the public and C2C's governing and advisory boards and met over a period of three months. The task force was charged with: 1) identifying workforce information that would deepen understanding about how adults prepare for jobs and identify how education and workforce training relate to employment and earnings, 2) develop recommendations regarding the data the Labor and Workforce Development Agency (LWDA) proposes to share with C2C, and 3) develop recommendations on the proposal for C2C to provide data to a new California Education Interagency Council. Representatives from the task force will present recommendations for workforce data expansion. The culminating set of [final recommendations](#) can be found on the C2C website.

### [Proposal to add ETP and CWDB as Data Partners.](#)

As CWDB and ETP are not current signatories to the Participation Agreement, action is recommended to add the two departments as Data Providers for inclusion in the P20W data set.

### [Context for Proposed Data Points](#)

LWDA has compiled and shared a list of priority research questions and their associated data points. The [memo](#) that started the task force and captures the priorities can be found on the [C2C work force data expansion page](#). The

following are examples of questions that may be possible to answer with the expanded data set and the inclusion of workforce data:

- How many opportunity youth are there in California?
- What types of education and workforce program participation is associated with disconnected young people enrolling in postsecondary education or becoming employed?
- Which educational experiences and public benefits are most often associated with strong education and employment outcomes for workforce program participants?
- How does workforce program participation relate to educational attainment and the types of institutions that people attend?
- How does workforce program participation relate to wage gains?
- How does workforce program participation relate to receiving public benefits?

#### Proposed Data Points for Inclusion:

The recommended list of initial data points from LWDA include:

Information would be separately provided for each of the following four LWDA data sets.

Data Point	EDD	CWDB	ETP	DIR- DAS
Data Points for Matching Purposes Only				
First Name	x	x	x	x
Last Name	x	x	x	x

Data Point	EDD	CWDB	ETP	DIR- DAS
Social Security Number	X			X
State Identification Number				X
Program Identification Number	X			X
Participant Demographics				
Age Group	X	X	X	X
Race	X	X	X	X
Ethnicity	X	X	X	X
Gender/Sex	X	X	X	X
Disability	X	X	X	X
Veteran Status	X	X	X	X

Data Point	EDD	CWDB	ETP	DIR- DAS
Sexual Orientation	X	X	X	X
Participant Zip Code	X	X		X
Employer Zip Code			X	X
Education Level at Point of Enrollment	X	X	X	X
Barriers				
Household/ Family Size		X		X
Single Parent	X	X	X	
Foster Youth	X	X		X
Homeless Youth	X	X		X
Justice involved	X	X	X	
Low income	X	X		

Data Point	EDD	CWDB	ETP	DIR- DAS
------------	-----	------	-----	----------

Services				
Service Type	X	X	X	X
Training Type	X	X	X	X
Supportive Services Type	X	X		
Mode of Instruction			X	X
Training Start Date	X	X	X	X
Training End Date	X	X	X	X
Training Provider	X	X	X	X
Zip Code for Training Provider	X			X
Occupation for Training	X	X		X

Data Point	EDD	CWDB	ETP	DIR- DAS
Industry for Training			X	X
Outcomes				
Training Completion	X	X	X	X
Measurable Skill Gain	X		X	X
Workforce Credential Attainment	X	X		X
Employer				X
2nd Quarter Occupation of Employment				X
4th Quarter Occupation of Employment				X
2nd Quarter Industry for Employment	X		X	X



Data Point	EDD	CWDB	ETP	DIR- DAS
4th Quarter Industry for Employment	x		x	x
2nd Quarter Quarterly Earnings	x	x		x
4th Quarter Quarterly Earnings	x	x		x

#### Next Steps:

If the motions are approved, the Office will work with CWDB, ETP, EDD and DIR to develop file upload specifications and prepare the infrastructure necessary to import the new data. Based on the prioritization of work by the Board, the workforce data can be made available for the public in future analytical tools as well as a research request process as that becomes available.

#### Context for the Related Resolution in Attachment and Exhibit A:

Because action taken at a Board meeting does not have a formal record until the minutes are adopted at the following meeting, in cases of changes to the P20W data set, the Office is providing a proposed resolution, which can immediately document the action taken by the Board. That resolution then provides the record of action taken for the Office to use to update documentation about the P20W data set or data transfers, without needing to wait for the adoption of the meeting minutes at the next quarterly meeting of the Board.

**RESOLUTION NO. 25-02**  
**APPROVAL OF THE EMPLOYMENT TRAINING**  
**PANEL and LABOR WORKFORCE DEVELOPMENT**  
**BOARD AS DATA PROVIDERS, AND**  
**THE INCLUSION OF SPECIFIED DATA, INCLUDING FROM THE**  
**EMPLOYMENT DEVELOPMENT DEPARTMENT AND**  
**DEPARTMENT OF INDUSTRIAL RELATIONS, TO THE P20W DATA**  
**SET**  
**May 9, 2025**

WHEREAS, the Office of Cradle-to-Career Data (C2C) is established pursuant to Education Code section 10862 to serve as a neutral administrative body of the California Cradle-to-Career Data System to establish and maintain a longitudinal data system that provides a source for actionable data and research on education, economic, and health outcomes for individuals, families, and communities, and provide for expanded access to tools and services that support the navigation of the education-to-employment pipeline, and under the direction of the Governing Board established pursuant to Education Code section 10864;

WHEREAS, C2C's authorizing statute establishes certain entities as data providers and Education Code section 10866(b)(4)(A) authorizes the Governing Board to add additional data providers;

WHEREAS, Education Code section 10861(l) provides for C2C to develop a participation agreement that establishes the framework for the use and exchange of data between partner entities, data providers, and C2C;

WHEREAS, Education Code section 10866(b)(4)(B) authorizes the Governing Board to request additional data points from data providers for addition to the P20W data set;

WHEREAS, the Employment Training Panel, established in 1982, is a statewide business-labor training and economic development program that provides funding to employees to assist in upgrading the skills of their workers;

WHEREAS, the California Workforce Development Board was established in 1998 pursuant to the federal Workforce Investment Act and is responsible for the oversight and continuous improvement of the workforce system in California; and

WHEREAS, the Employment Development Department (EDD) and Department of Industrial Relations - Division of Apprenticeship Standards (DIR-DAS) were added as data providers to the C2C Data System in April 2022 and now wish to include additional data points into the P20W data set.

NOW, THEREFORE, BE IT RESOLVED by the Governing Board of the Cradle-to-Career Data System as follows:

1. The Employment Training Panel (ETP) and California Workforce Development Board (CWDB) are approved as data providers to the P20W data set;
2. ETP and CWDB shall be required to sign the Participation Agreement without re-execution by the Signatory Entities, pursuant to section 14.17 of the Participation Agreement, and any other required documents prior to exchanging data with C2C;
3. Additional Data points for EDD, DIR-DAS, and data points for ETP and CWDB, as described in Exhibit A (Attached) are approved for addition to the P20W data set.

CERTIFICATE OF THE EXECUTIVE DIRECTOR  
(Attesting to Action of the Authority)  
Sacramento, California

I, Mary Ann Bates, Executive Director of the Cradle-to-Career Data System, hereby certify that the foregoing is a full, true, and correct copy of Resolution No. 25-02, APPROVAL OF THE EMPLOYMENT TRAINING PANEL and LABOR WORKFORCE DEVELOPMENT BOARD AS DATA PROVIDERS, AND THE INCLUSION OF SPECIFIED DATA, INCLUDING FROM THE EMPLOYMENT DEVELOPMENT DEPARTMENT AND DEPARTMENT OF INDUSTRIAL RELATIONS, TO THE P20W DATA SET, as adopted at a meeting of the Cradle-to-Career Data System held at 400 R Street, Sacramento, California 95811, on May 9, 2025, for which meeting all of the members of said Authority had due notice; and that at the meeting the staff recommendation was adopted by the following votes:

AYES:

NOES:

ABSTAINS:

ABSENT:

This resolution expires one year after the adoption date. Extensions must be approved by the Authority in a public meeting.

I further certify that the original minutes of said meeting and a copy of the original Resolution adopted at said meeting are on file in the Office of Cradle-to-Career Data; and that the Resolution has not been amended, modified, or rescinded in any manner since the date of its adoption, and the same is now in full force and effect.

IN WITNESS WHEREOF, I have executed this certificate.

By:

---

Mary Ann Bates, Executive Director

---

Date

# Exhibit A

Data Point	EDD	CWDB	ETP	DIR- DAS
Data Points for Matching Purposes Only				
First Name	X	X	X	X
Last Name	X	X	X	X
Social Security Number	X			X
State Identification Number				X
Program Identification Number	X			X

Data Point	EDD	CWDB	ETP	DIR- DAS
Participant Demographics				
Age Group	X	X	X	X
Race	X	X	X	X
Ethnicity	X	X	X	X
Gender/Sex	X	X	X	X
Disability	X	X	X	X
Veteran Status	X	X	X	X

Data Point	EDD	CWDB	ETP	DIR- DAS
Sexual Orientation	X	X	X	X
Participant Zip Code	X	X		X
Employer Zip Code			X	X
Education Level at Point of Enrollment	X	X	X	X

Data Point	EDD	CWDB	ETP	DIR- DAS
Barriers				
Household/ Family Size		X		X
Single Parent	X	X	X	
Foster Youth	X	X		X
Homeless Youth	X	X		X
Justice involved	X	X	X	
Low income	X	X		

Data Point	EDD	CWDB	ETP	DIR- DAS
Services				
Service Type	X	X	X	X

Data Point	EDD	CWDB	ETP	DIR- DAS
Training Type	X	X	X	X
Supportive Services Type	X	X		
Mode of Instruction			X	X
Training Start Date	X	X	X	X
Training End Date	X	X	X	X
Training Provider	X	X	X	X
Zip Code for Training Provider	X			X
Occupation for Training	X	X		X
Industry for Training			X	X

Data Point	EDD	CWDB	ETP	DIR- DAS
Outcomes				
Training Completion	X	X	X	X
Measurable Skill Gain	X		X	X
Workforce Credential Attainment	X	X		X

Data Point	EDD	CWDB	ETP	DIR- DAS
Employer				X
2nd Quarter Occupation of Employment				X
4th Quarter Occupation of Employment				X
2nd Quarter Industry for Employment	X		X	X
4th Quarter Industry for Employment	X		X	X
2nd Quarter Quarterly Earnings	X	X		X
4th Quarter Quarterly Earnings	X	X		X