

Education-to-Workforce Indicator Framework

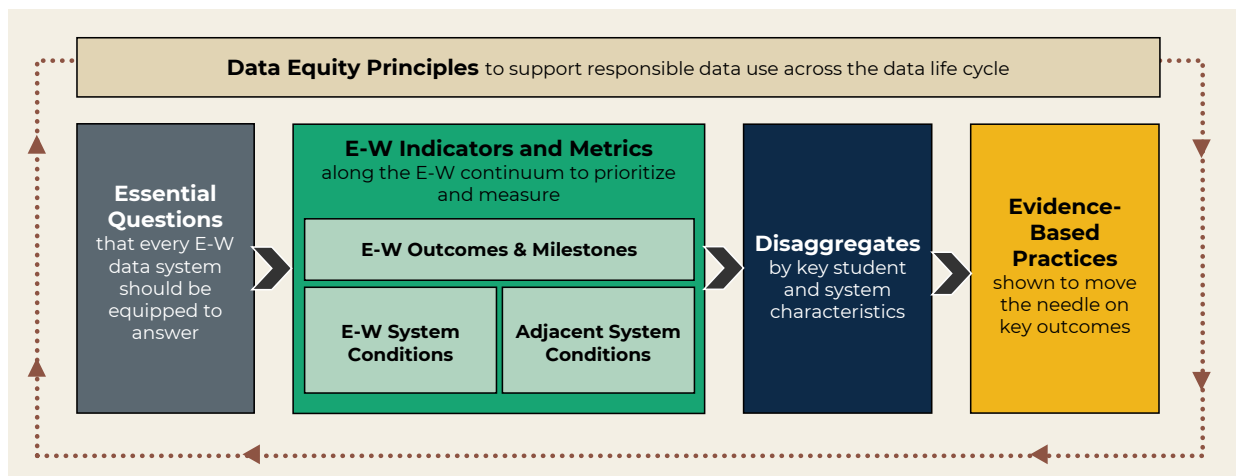
SUPPLEMENTAL
RESOURCE

Source Frameworks at a Glance



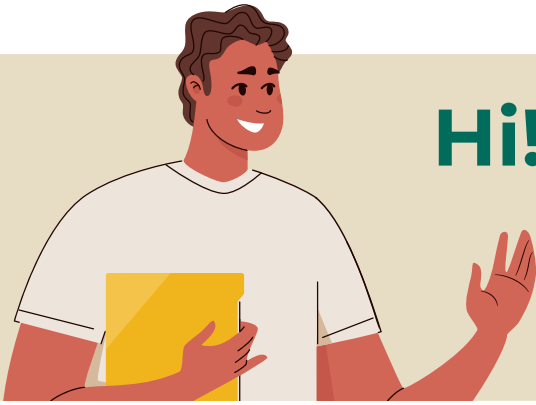
The **Education-to-Workforce Indicator Framework (E-W Framework)** is designed to promote data collection and use to advance educational and economic opportunity for all. The framework offers guidance for ethical and effective data use, essential questions and data that matter most, ways to disaggregate data to inform action, and evidence-based practices to drive positive change.

This **at-a-glance resource** offers a look into the **source frameworks** that informed development of the E-W Framework.



Visit our website at www.educationtoworkforce.org to learn more or contact us at EWframework@mathematica-mpr.com for additional support.

Education-to-Workforce Indicator Framework



Hi!

Hi! I've heard of the E-W Framework. What can you tell me about it? I work in education and partner with data administrators, nonprofit leaders, community-based program providers, and even a few policymakers. Learning more about how the E-W Framework was created and how it differs from other frameworks would help my colleagues and me understand how it might help us in our work.

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Welcome!

I'm the E-W Framework champion, representing the many people who helped create it. I'm here to answer your questions and explain the process we used to develop this exciting new resource!



To start, we brought together education-to-workforce (E-W) researchers, policymakers, practitioners, and community advocates to help us identify existing frameworks to explore and learn from. We wanted to build on efforts across the country to create a tool that helps the field measure and act on what matters most for assessing and addressing inequities.

After identifying 41 indicator frameworks from leading organizations (“source frameworks”), we held working sessions with our partners and advisors. During these sessions we discussed areas of overlap and alignment between frameworks, gathered feedback, grappled with

tensions and trade-offs, debated framework components, and worked to identify which indicators matter most across the cradle-to-career continuum. These sessions also helped surface recent advances as well as persistent gaps in data collection and data use practices.

After many iterations with collaborators, the E-W Framework was born. Drawing on the strengths of the source frameworks and synthesizing leading thinking in the field, the E-W Framework recommends a comprehensive set of indicators across the pre-K-to-workforce continuum to advance educational and economic opportunity for all.





Wow, that's a lot of frameworks...and a lot of experts!



Right?! We were inspired by the resources and expertise of our partners. We drew on the strengths of their work and ideas to create a "one-stop shop" for guidance, tools, and resources.



The E-W Framework draws on the strengths of 41 existing frameworks to deliver a resource that offers **comprehensive guidance** for individual and system change, **centers equity**, and provides **actionable** information.

The E-W Framework offers **comprehensive** guidance for using data at the individual and system level across the pre-K-to-workforce continuum.



Working together to share data across sectors helps education and workforce organizations achieve a greater impact. The E-W Framework offers comprehensive guidance on the data that matter most to help every student succeed.

To achieve change, E-W data systems must measure how students are performing and progressing toward key outcomes **and** how underlying conditions help or hinder student success. Failing to examine data at both the individual and system levels risks neglecting the role that systems play in shaping the racial, ethnic, and socioeconomic inequities that influence outcomes. For this reason, the E-W Framework includes three types of indicators measuring both individual- and system-level progress: outcomes & milestones, E-W system conditions, and adjacent system conditions.

- **Outcomes & milestones:** key measures of progress along the E-W continuum that are strongly associated with individuals achieving economic mobility and security.
- **E-W system conditions:** key institutional or systemic environments, policies, and practices that support positive E-W outcomes.
- **Adjacent system conditions:** key experiences, situations, and circumstances outside of E-W systems that support positive E-W outcomes.

What **types** of indicators do source frameworks include?

36 of the 41 source frameworks include **outcome and milestone** indicators



Example: 9th grade on track

32 of the 41 source frameworks include **E-W system condition** indicators



Example: Access to full day pre-k

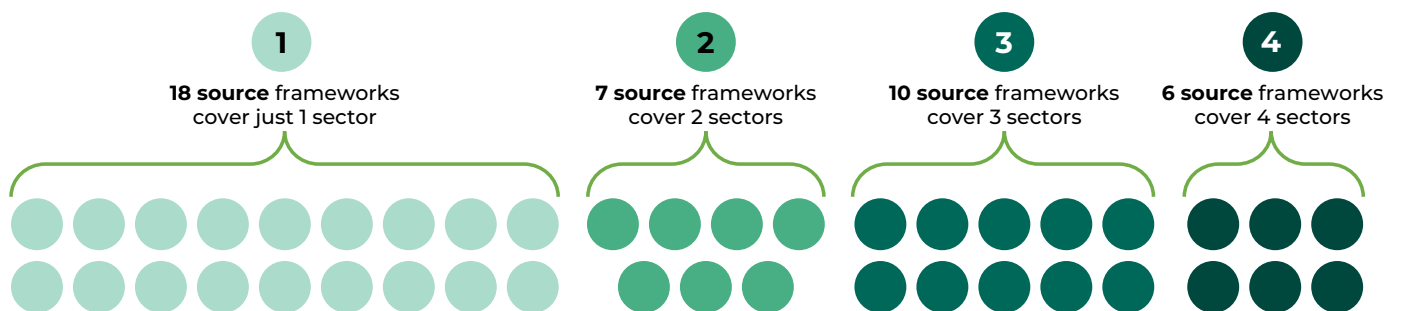
13 of the 41 source frameworks include **adjacent system condition** indicators



Example: Access to affordable housing

To help students succeed, education and workforce organizations need to understand how students progress from early education through their career, but disconnected data systems make this information hard to capture. The E-W Framework highlights key connections needed between systems to support students as they transition along their journey, regardless of the pathway they take. It offers guidance for measures and practices across all sectors: pre-K, K-12, postsecondary, and workforce.

How did source frameworks cover each **sector**?



The E-W Framework covers all four sectors: pre-K, K-12, postsecondary, and workforce.



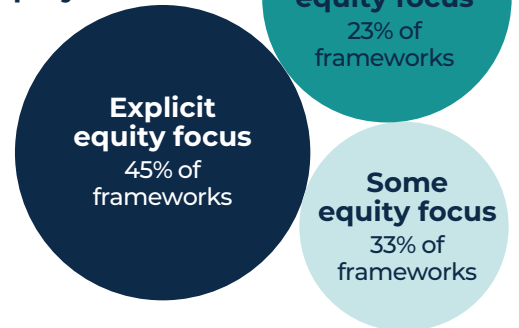
The E-W Framework centers **equity** and was created in collaboration with practitioners and community partners.

The source frameworks incorporated equity in different ways and to varying degrees. Some source frameworks had an explicit equity focus, such as centering equity in their mission and purpose. Others had some equity focus, such as including a chapter focused on equity or disaggregating (separating) data by student characteristics to understand who is and is not being served. A few frameworks had little to no equity focus. We carefully considered strengths and limitations of different approaches and embedded an explicit focus on equity within the E-W Framework.

Data can be a powerful tool for promoting equity and can empower practitioners, policymakers, and community members to make decisions grounded in evidence; but data can also reinforce deficit narratives, biases, and other long-standing structural inequities when used inappropriately.

At the heart of the E-W Framework is a set of data equity principles designed to promote data collection and use that advance educational opportunity and economic security for all. The principles offer guidance for users to ensure data are meaningful, accessible, and actionable for communities least well served—thereby minimizing the risk of harm while maximizing the potential to promote greater equity through data use.

To what extent did source frameworks discuss and center equity?



The E-W Framework provides **actionable** information and resources for decision makers.



Education and workforce organizations have a lot of data but often aren't sure what to do with all of it to have the greatest impact. Asking essential questions, collecting the data that matter most to answer them, and implementing new practices, programs, and policies are all important steps to drive change; data alone are not enough.

Many of the source frameworks included recommendations, self-assessments, case studies, and other resources to guide readers. We drew from these strengths and packed the E-W framework with actionable resources including:

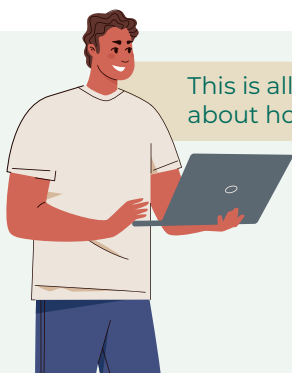
20 essential questions to guide collaborative data use and promote data-driven decision making

99 indicators with recommended metrics and data sources

25 recommendations on how to **disaggregate** data

26 evidence-based practices and guidance on how to vet and select practices most appropriate for different contexts

7 data equity principles that include example applications and reflection questions



This is all really interesting. How can I learn more about how to use the framework in my work?"

Great question, there's so much more to explore! You can visit our website at www.EducationToWorkforce.org. There you'll find the full Education-to-Workforce Indicator Framework as well as upcoming events, trending E-W topics, and additional resources.



Overview of Source Frameworks

The Education-to-Workforce Indicator Framework draws on the strengths of 41 existing frameworks to deliver a comprehensive resource that people and organizations across the E-W continuum can come to for guidance, tools, and resources.



The E-W Framework offers **comprehensive** guidance for using data at the individual and system level across the pre-K-to-workforce continuum.

Frameworks

Education-to-Workforce Framework

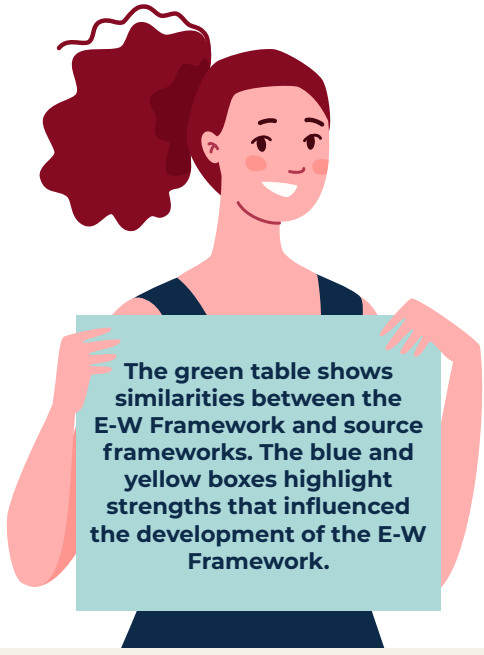
Framework	Outcomes & Milestones	E-W System Conditions	Adjacent System Conditions
Getting Ready: National School Readiness Indicators Initiative	8	2	2
Building for Equity School Assessment Tool		10	
Birth to Grade 3 Indicator Framework	11	10	
Framework for Measuring Career Pathway Innovation	4	3	
CORE Districts Improvement Measures	10	7	
Academic Key Performance Indicators	9		
Cradle to Career Data Point Definitions	23	8	
Dimensions of Equity		13	
From Tails to Heads: Building Momentum for Postsecondary Success	9		
K-12 Strategy Measurement Framework for Math Outcomes	4	2	
K-12 Student Outcomes & Indicators	16		
P-16 Framework	21	10	1
P-16 Snapshot Indicators	13		
Pathways Driver Diagram	13	2	
Higher Education in Prison Key Performance Indicator Framework	10	2	
Postsecondary Metrics Framework	11	3	
Inclusive Economies Indicators	3		4
School Quality Measures	14	10	
Building Educational Equity Indicator Systems	11	11	
Framework for Monitoring Educational Equity	12	12	4
Indicators for Monitoring Undergraduate STEM Education	4	3	
Key National Education Indicators	24	12	2
Monitoring Progress Toward Successful K-12 STEM Education		1	
Quality in the Undergraduate Experience	2	1	
National Equity Atlas indicators	1	2	4
Job Design Framework	1	3	
Great Public Schools Indicators Framework	18	20	1
Postsecondary Data Partnership	6		
Framework for Evaluating Impacts of Broadening Participation Projects	4	1	
Framework for Great Schools		4	
Partnering for Student Success—The Cradle to Career Framework	9	1	
Equitable Value Framework	10		
Education and Economic Opportunity Indicators	2	1	6
Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education		4	
State Indicators for Early Childhood	7	5	2
Guide to Racial and Ethnic Equity Systems Indicators	5	10	7
The United Way Equity Framework	5		1
Boosting Upward Mobility: Metrics to Inform Local Action	5	5	7
Robust and Equitable Measures to Identify Quality Schools	24	17	1
WIOA Performance Indicators and Measures	3		
Regional Cradle to Career Education & Workforce Partnership	1	1	

How many E-W indicators do frameworks address?

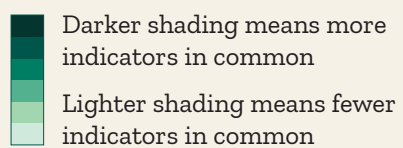
	Outcomes & Milestones	E-W System Conditions	Adjacent System Conditions
Education-to-Workforce Framework	55	34	10
Getting Ready: National School Readiness Indicators Initiative	8	2	2
Building for Equity School Assessment Tool		10	
Birth to Grade 3 Indicator Framework	11	10	
Framework for Measuring Career Pathway Innovation	4	3	
CORE Districts Improvement Measures	10	7	
Academic Key Performance Indicators	9		
Cradle to Career Data Point Definitions	23	8	
Dimensions of Equity		13	
From Tails to Heads: Building Momentum for Postsecondary Success	9		
K-12 Strategy Measurement Framework for Math Outcomes	4	2	
K-12 Student Outcomes & Indicators	16		
P-16 Framework	21	10	1
P-16 Snapshot Indicators	13		
Pathways Driver Diagram	13	2	
Higher Education in Prison Key Performance Indicator Framework	10	2	
Postsecondary Metrics Framework	11	3	
Inclusive Economies Indicators	3		4
School Quality Measures	14	10	
Building Educational Equity Indicator Systems	11	11	
Framework for Monitoring Educational Equity	12	12	4
Indicators for Monitoring Undergraduate STEM Education	4	3	
Key National Education Indicators	24	12	2
Monitoring Progress Toward Successful K-12 STEM Education		1	
Quality in the Undergraduate Experience	2	1	
National Equity Atlas indicators	1	2	4
Job Design Framework	1	3	
Great Public Schools Indicators Framework	18	20	1
Postsecondary Data Partnership	6		
Framework for Evaluating Impacts of Broadening Participation Projects	4	1	
Framework for Great Schools		4	
Partnering for Student Success—The Cradle to Career Framework	9	1	
Equitable Value Framework	10		
Education and Economic Opportunity Indicators	2	1	6
Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education		4	
State Indicators for Early Childhood	7	5	2
Guide to Racial and Ethnic Equity Systems Indicators	5	10	7
The United Way Equity Framework	5		1
Boosting Upward Mobility: Metrics to Inform Local Action	5	5	7
Robust and Equitable Measures to Identify Quality Schools	24	17	1
WIOA Performance Indicators and Measures	3		
Regional Cradle to Career Education & Workforce Partnership	1	1	

Which sectors do the frameworks cover?

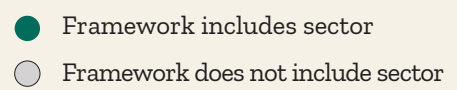
	Pre-K	K-12	Post-secondary	Workforce
Education-to-Workforce Framework	●	●	●	●
Getting Ready: National School Readiness Indicators Initiative	●	●	●	●
Building for Equity School Assessment Tool	●	●	●	●
Birth to Grade 3 Indicator Framework	●	●	●	●
Framework for Measuring Career Pathway Innovation	●	●	●	●
CORE Districts Improvement Measures	●	●	●	●
Academic Key Performance Indicators	●	●	●	●
Cradle to Career Data Point Definitions	●	●	●	●
Dimensions of Equity	●	●	●	●
From Tails to Heads: Building Momentum for Postsecondary Success	●	●	●	●
K-12 Strategy Measurement Framework for Math Outcomes	●	●	●	●
K-12 Student Outcomes & Indicators	●	●	●	●
P-16 Framework	●	●	●	●
P-16 Snapshot Indicators	●	●	●	●
Pathways Driver Diagram	●	●	●	●
Higher Education in Prison Key Performance Indicator Framework	●	●	●	●
Postsecondary Metrics Framework	●	●	●	●
Inclusive Economies Indicators	●	●	●	●
School Quality Measures	●	●	●	●
Building Educational Equity Indicator Systems	●	●	●	●
Framework for Monitoring Educational Equity	●	●	●	●
Indicators for Monitoring Undergraduate STEM Education	●	●	●	●
Key National Education Indicators	●	●	●	●
Monitoring Progress Toward Successful K-12 STEM Education	●	●	●	●
Quality in the Undergraduate Experience	●	●	●	●
National Equity Atlas indicators	●	●	●	●
Job Design Framework	●	●	●	●
Great Public Schools Indicators Framework	●	●	●	●
Postsecondary Data Partnership	●	●	●	●
Framework for Evaluating Impacts of Broadening Participation Projects	●	●	●	●
Framework for Great Schools	●	●	●	●
Partnering for Student Success—The Cradle to Career Framework	●	●	●	●
Equitable Value Framework	●	●	●	●
Education and Economic Opportunity Indicators	●	●	●	●
Self-Assessment Rubric for the Institutionalization of Diversity, Equity, and Inclusion in Higher Education	●	●	●	●
State Indicators for Early Childhood	●	●	●	●
Guide to Racial and Ethnic Equity Systems Indicators	●	●	●	●
The United Way Equity Framework	●	●	●	●
Boosting Upward Mobility: Metrics to Inform Local Action	●	●	●	●
Robust and Equitable Measures to Identify Quality Schools	●	●	●	●
WIOA Performance Indicators and Measures	●	●	●	●
Regional Cradle to Career Education & Workforce Partnership	●	●	●	●



Green shaded boxes show the number of indicators each source framework has in common with the E-W Framework by indicator type.



The green dots show the sectors (pre-K, K-12, postsecondary, and workforce) that each source framework includes:



Note: See E-W Framework Appendix A for more information on frameworks without direct links.



The E-W Framework centers **equity** and was created in collaboration with practitioners and community partners.

78 percent of source frameworks discuss and center equity to some extent. One-third of source frameworks were created in collaboration with community partners.



The E-W Framework provides **actionable** information and resources for decision makers.

The E-W Framework provides **20** essential questions, **99** indicators, **25** disaggregates, **26** evidence-based practices, and **7** data equity principles, all informed by the source frameworks.