

Building a Data-Driven Workforce

Setting the Stage

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Data in State Government

Ways and Means Approves Plan to Recover Hundreds of Billions in Misspent, Stolen Unemployment Benefits

© MARCH 1, 2023 — BLOG — PRESS RELEASES — UNEMPLOYMENT INSURANCE FRAUD

WASHINGTON, DC – Yesterday, the House Ways and Means Committee approved legislation to jumpstart recovery efforts on hundreds of billions of dollars of COVID unemployment insurance payments stolen by fraud. The Department of Labor Inspector General estimated that improper payments in pandemic unemployment programs have left taxpayers on the hook for at least \$191 billion. Outside experts put the number much higher at \$400 billion. Yet, so far only \$5 billion has been recovered. The Ways and Means Committee passed *H.R. 1163, the Protecting Taxpayers and Victims of Unemployment Fraud Act*, to give states incentives to recover stolen benefits, to ensure fraud of this scale never happens again, and to make it easier for prosecutors to bring criminals to justice.

How Big is RI's "Brain Drain?" New URI-Led Study Looks to Find Out

Open Data Is Here. But What Data Do Governments Publish?

Data-Driven Workforce in State Government...

..shares issues common across data/STEM world-

- Demand is outpacing pipeline
- Pathways to data jobs are complex
- Skill needs are changing rapidly

Are there solutions? *YES*

Historical Perspective on the Data Talent Pipeline



Focus of Policy has been here on the entry point

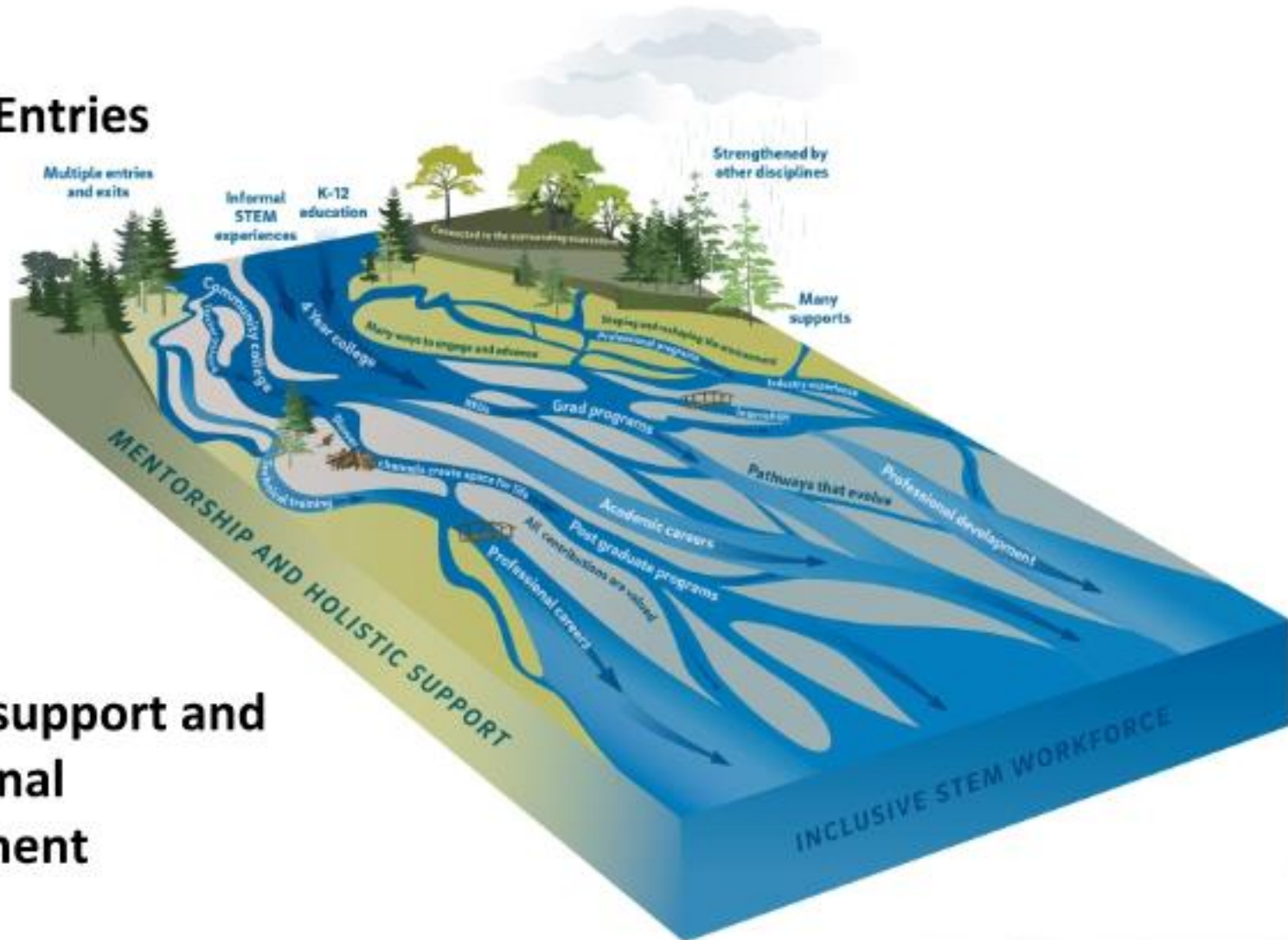
Traditional 4-year degree programs
One-and-Done Job Training Programs



- X Meeting labor demands**
- X Reducing gender/racial disparities**
- X Flexible to evolving data and tech skill demands**

More accurate STEM pipeline, the braided river

Multiple Entries and Exits

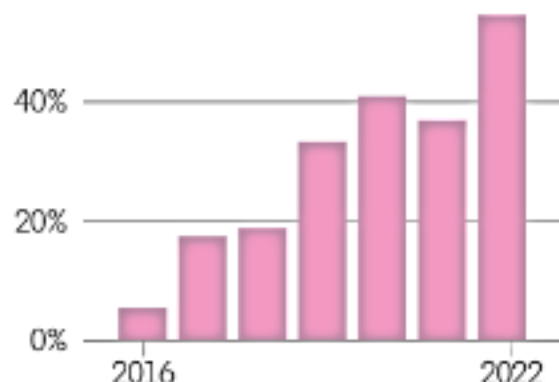


Ongoing support and professional development

Source: Batchelor, et al., (2021). Reimagining STEM Workforce Development as a Braided River. Retrieved from

Skill needs evolve rapidly

For Data Manager in United States, skills have changed an average of **54.4%** since 2015



Top skills

2015

Data Analysis

Data Management

Databases

Software Development Life Cycle (SDLC)

Business Analysis

Integration

Program Management

Business Intelligence (BI)

SQL

Requirements Analysis

2022

Quantitative Analytics **New**

Data Management —

Data Governance **New**

Tableau **New**

SQL ↑4

Data Analytics **New**

Master Data Management **New**

SAS (Software) **New**

Management Systems **New**

Electrical Technology **New**

Source: LinkedIn *Economic Graph*: <https://linkedin.github.io/future-of-skills/>

Solutions that work together



Build the multi-stage pipeline

- Early career development
- Reskilling
- Intermediaries for scale



Rotate in external technical experts

- Supplement internal program experts with external, temporary technical expertise



Create innovation and learning **government as a good place to work**

- Prizes and competitions (i.e., Low-risk, high-reward opportunities for R&D)
- Learning partnerships (Research-Practice-Policy)