Building a Data-Driven Workforce

Setting the Stage

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

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

Meeting labor demands
Reducing gender/racial disparities
Flexible to evolving data and tech skill demands
More accurate STEM pipeline, the braided river

- Multiple Entries and Exits
- Ongoing support and professional development

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
- Data Management
- Data Governance
- Tableau
- SQL
- Data Analytics
- Master Data Management
- SAS (Software)
- Management Systems
- Electrical Technology

Source: LinkedIn Economic Graph: [https://linkedin.github.io/future-of-skills/](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)