

**Office of Education Through Employment Pathways Policy Board
Meeting Minutes for July 17, 2025**

The third meeting for the Office of Education Through Employment Pathways (ETEP) Policy Board was held on July 17, 2025, via Microsoft Teams Webinar. The appointed Policy Board Chair, Deputy Mayor Paul Kihn, called the meeting to order at 10:00 am and noted that a quorum was present.

- I. The following Policy Board members were in attendance:
 - Deputy Mayor Paul Kihn, Office of the Deputy Mayor for Education
 - President Maurice Edington, University of the District of Columbia
 - Director Michelle Walker-Davis, Public Charter School Board
 - Superintendent Antoinette Mitchell, Office of the State Superintendent of Education
 - Director Sam Quinney, The Lab @ DC, Office of the City Administrator
 - Director Amber Hewitt, Mayor's Office of Racial Equity
 - Program Manager Jasmine Underwood, Office of the Chief Technology Officer (on behalf of Chief Technology Officer Matt Sokol)
 - Deputy General Counsel Tiffany Oates, Department of Employment Services
 - Executive Director Leicester Johnson, Academy of Hope Adult Public Charter School
 - Senior Deputy Chief of Secondary School Glenn Starnes, District of Columbia Public Schools
 - Interim Director Rachel Pierre, Department of Human Services
 - Research Director Dara Shaw, Research Practice Partnership (on behalf of Executive Director Josephine Bias-Robinson)
 - Chief Operating Officer Natalie Gillard, Department of Youth Rehabilitation Services
- II. The following staff from the Office of Education Through Employment Pathways were in attendance:
 - Executive Director, Monica Dodge
 - IT Director, Seth Shapiro
 - Policy and Engagement Specialist, Jade Chandler
 - Data Governance Lead, Aimee McLaughlin
- III. Non-board attendees, including members of the public – 31
- IV. Key meeting themes:
 - Since the Policy Board last met, the ETEP team has made significant strides toward the launch of the Education Through Employment (ETE) Data System. Upon launching the system in fall 2025, the team will be able to collect data from the following key sources - PK-12 student and graduation, Career and Technical Education, National Student Clearing House, local post-secondary data, Temporary Assistance for Needy Families programming, adult and youth workforce programs, foster care programs, and local wages.
 - The Policy Board expressed enthusiasm about the complex questions this work will enable agencies to address, as well as future projects, such as the collaborative project with Maryland and Virginia focused on regional education and employment outcomes.
 - Members also discussed research underway, including the Alumni Career Outcomes Survey and analysis on alignment between UDC program offerings and labor market demand.

V. Opening

- Policy Board Chair, Deputy Mayor Kihn shared opening remarks regarding key progress since the last discussion and ETEP Executive Director Dodge provided an overview of which Policy Board members were represented.

VI. Overview of system progress and research priorities

- Dir. Dodge provided an overview of the data that will be available through the Education Through Employment Data System upon its launch in fall 2025. In preparation for the fall launch, ETEP has received six sources of data covering PK-12, post-secondary, TANF, adult workforce programs, foster care participation, and local wage data. Nearly all data goes back to 2016, providing approximately 10 years of data at launch.
- Data sources will continue to expand in future years. Monica also explained that data that will be integrated into the system in future years includes justice-involved youth data.

VII. The Policy Board transitioned to review the scale of data coverage through this initiative and key questions concerning future additions to explore as the work evolves.

- Policy Board representatives expressed lots of excitement about the breadth of data coverage to be anticipated through the data system's launch. Specifically, board members shared excitement about incorporating juvenile justice data in the future and applying data insights toward advancing agency priorities moving forward.
- Dir. Leicester Johnson raised a question regarding being able to leverage public supports data obtained from DHS to explore outcomes for adult learners.
- Dir. Dodge noted that ETEP has not yet received adult school data, but plans to capture this data in the future.
- Dir. Quinney raised how noteworthy it is that roughly half of the DC population will be represented in the dataset. This is notable progress toward understanding more about government touchpoints in the system and informing policymakers about the needs of the most vulnerable populations.
- Dr. Mitchell also shared excitement regarding the work that has been done and the data ETEP has gathered. Dr. Mitchell also raised a question about the main source of matching for student records.
- Dir. Dodge explained that OSSE data will account for roughly 195,000 of the total records.
- Dir. Shaw raised a question concerning how the system will reflect the extent of what data is missing in its outputs.
- Dir. Dodge shared that this will be a planned topic to expound on in the fall when ETEP has wage-matching data.
- Sr. Deputy Starnes expressed his excitement to ensure the data informs services moving forward for DCPS.
- A member from the general audience asked about whether disability services and Rehabilitation Service Administration (RSA) data will be included.
- Dir. Dodge confirmed that ETEP currently doesn't have access to this data but would like to expand in the future and hear more from the public about the type of data they want to see most.

VIII. ETEP led the audience through an exploration of research questions that newly available data will allow agencies to answer for the public.

- Dir. Dodge emphasized how agencies played a vital part in prioritizing questions for the research agenda that we can answer upfront.
- Dir. Leicester Johnson raised a question about the source of data for adult learners labor force outcomes after participating in workforce training.
- Dir. Dodge addressed this question, sharing that wage records are used for matching individuals participating in workforce programs.
- Dir. Dodge shared the announcement that ETEP is partnering with regional collaborators in Maryland and Virginia to focus on secondary, post-secondary, and employment outcomes.
- Dir. Quinney offered his congratulations and asked about if the ETE data system will already link data or will the team be starting from scratch to connect data with regional partners.
- Dir. Dodge explained that both states have been working on linkage between post-secondary and employment data for ~10 years.
- Dr. Mitchell also congratulated the team and shared that it will also be important to understand the role scholarships play in career pathway success. Additionally, Dr. Mitchell asked about how we will understand folks who are not employed.
- Dir. Dodge clarified that scholarship data is something ETEP will continue working with OSSE on to discuss and receive. Regarding unemployed residents, Dir. Dodge explained that the system will allow us to view wages over time and note those that are inconsistent. We will also look at unemployment claims data with DOES in years to come.
- Deputy General Counsel Tiffany Oates expressed excitement about the announced partnership with neighboring states and offered her congratulations. She also raised a question concerning whether this partnership includes the Department of Labor or is this a private grant?
- Dir. Dodge shared that sponsors at Coleridge have worked closely with federal agencies on similar projects and that the system meets FEDRAMP certification. Additionally, Department of Labor requirements are top of mind, and the team has allotted 1 year for all 3 regions to finalize and land on legal complexities for data sharing.
- A community member in the audience asked if data will be broken down by race and gender.
- Dir. Dodge emphasized that demographic breakdown is a key part of ETEP's commitment in this work.
- Deputy Mayor Kihn also noted ongoing regional planning in response to federal downsizing and its impact on the local workforce. As our local government is working to expand priority sectors for residents, this ETEP data effort supports this.

IX. The group segued to focus on ETEP proposals underway.

- The Department of Human Services, The Lab, and ETEP submitted a proposal for analyzing multi-generational outcomes for families served by TANF and education training programs.
- Dir. Pierre elaborated to provide a project overview, explaining that changes in the TANF program in recent years call for examining participation and student outcomes.
- Dir. Quinney expressed his commitment to the evaluation and measurement component of the effort toward the goal of evaluating effects on families, the local workforce, and children as a result of noteworthy changes in the local TANF model. He shared further

that looking backwards keeps us limited, so we plan to use ETE data as a starting point. Moreover, he explained that future cycles will allow us to have a more accurate understanding of how to pull relevant data. This project can set a helpful precedent for partners to keep in mind for the future.

- ETEP also highlighted a proposal in progress focused on developing actionable data tools for schools.
- Dir. Dodge shared that this work recognizes that just providing data is not enough. Through this project, ETEP can support schools in understanding the new information and ways to apply it in everyday work.

X. Dir. Dodge highlighted recent findings and publications released since the last convening of the Policy Board.

- Among the projects released include analysis on programs available at the University of the District of Columbia and their alignment with labor market demand. To build on this work, ETEP also collaborated with the US Census Bureau to share data analysis about recent university graduates and their employment status.
- President Edington walked the group through an overview of the university's new strategic priorities and how they rely on understanding student success through employment outcomes. He also shared that this type of work will inform planning, program growth, marketing and recruitment efforts.
- Dir. Dodge transitioned to share findings from ETEP's DC Alumni Early Career Outcomes Survey. She also acknowledged while some groups were overrepresented, like DCPS alumni, white alumni and those who pursued bachelor's degrees, others were underrepresented (Black, Hispanic, Latino, PCS alumni, and unemployed individuals). ETEP is aiming to address this challenge in future iterations of the survey.
- Dir. Hewitt commented that a key takeaway is that the survey findings speak to the myth that class or socioeconomic status solves for racial/ethnic disparities.
- Dr. Mitchell underscored the importance of these findings, despite limitations. She also underscored the importance of working with UDC to attract individuals who don't finish college at more expensive institutions.
- Deputy Mayor Kihn encouraged the group to consider the policy implications, college decision-making implications, and the powerful interconnections between these two research efforts.
- Dir. Dodge called for all board members to offer opportunities for further info sharing and stakeholder engagement in the future.
- Dir. Leicester Johnson asked why there were limited responses from PCS alumni.
- Dir. Dodge shared that there is no clear reason for this, given that the team attempted to conduct comprehensive outreach. However, ETEP will prioritize this next session and welcomes ideas for further participation and outreach.

XI. Closing

- Both Deputy Mayor Kihn and Director Dodge shared remarks acknowledging appreciation for agency engagement and collaboration.
- Deputy Mayor Kihn also emphasized the core focus of this work, which is to bring actionable research into the kinds of policy and behavioral domains that make a difference in our government.