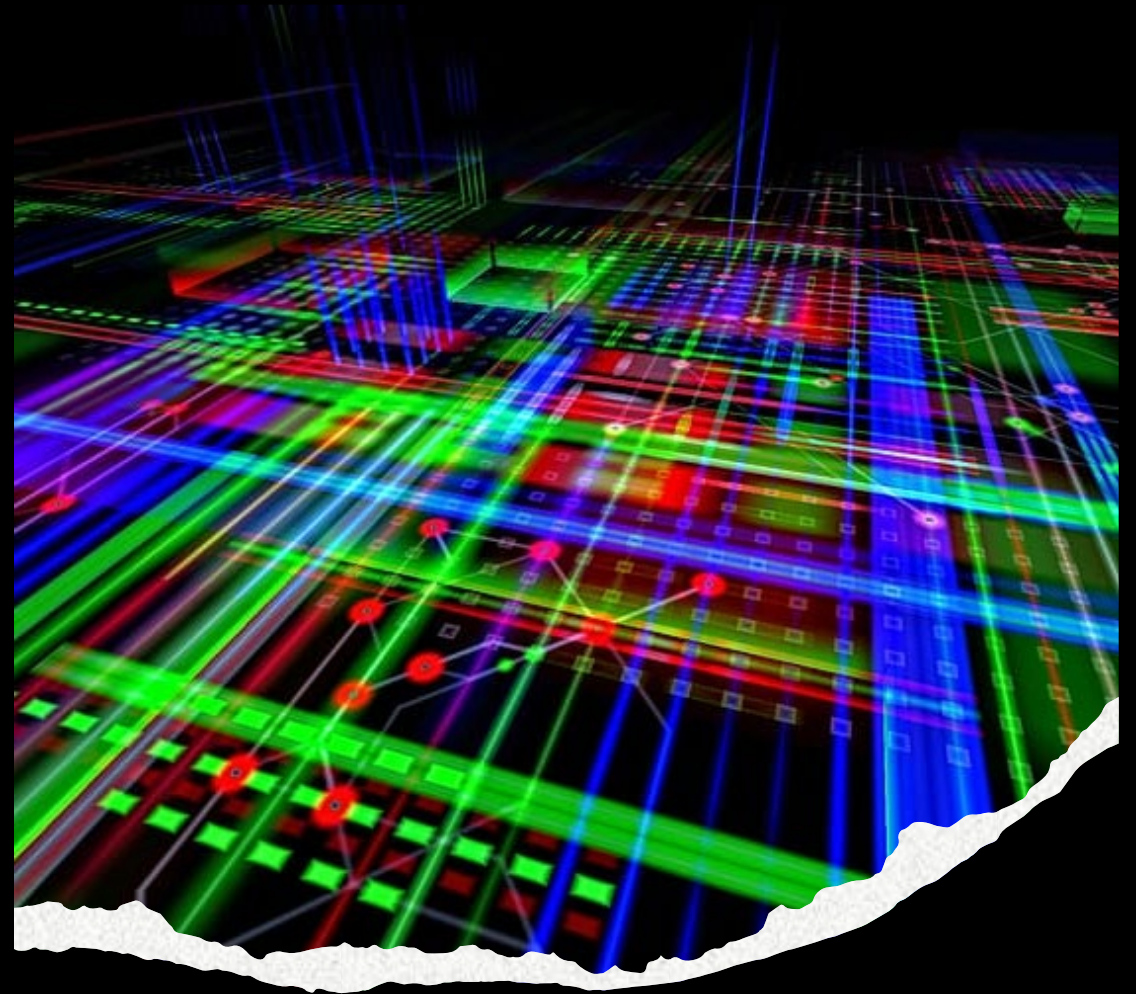


Welcome to the VLC

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Agenda:

- New Gender identities
- Not in the labor market
- Demographics and quality assurance
- Barriers to employment



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New Gender identities:

Gender identities refer to an individual's deeply-felt sense of being male, female, a blend of both, neither, or something else entirely. Gender identity is a personal conception of oneself that can include binary, non-binary, and many other identities.

ICCB has recently launched a new student intake form respecting and acknowledging individuals with diverse gender identities. This inclusive approach ensures that all students, regardless of their gender identity, feel recognized and valued within our educational programs.

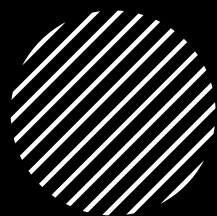
The form consists of several categories:

- Male
- Female
- Binary
- Non-binary
- Do not want to disclose





Not in a labor force:


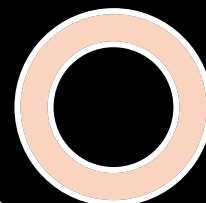




- Participants who are not employed and are not actively looking for work. This category also includes those who are incarcerated.
- The total number of participants by this category is reported in Table 6 of the NRS report. This category is important as it determines the status of participants at program entry.



Importance of demographic assurance:

The National reporting System ensures the collection and reporting of participant demographics through standardized methods aligned with the Workforce Innovation and Opportunity Act. This includes collecting information on barriers to employment, race, age, and sex directly from participants upon entry into the program.



Collecting demographic data helps us understand the characteristics and backgrounds of participants in our programs. Which enables us to tailor our programs to meet their specific needs and to ensure that we are serving diverse populations effectively.

- Key Demographic Measures :
- Identifies obstacles participants face, such as limited English proficiency
- Helps in understanding the diversity of participants.
- Helps capturing gender distribution among participants.
- Provides insights into the age range of participants.
- Indicates whether participants are employed , unemployed, or not in the labor force.
- Shows the educational attainment of participants.

Therefore , Quality assurance in data collection is crucial to ensure accuracy, reliability, and validity of the information we gather.





Barriers to Employment:

What are the barriers to Employment ????



There are many barriers to employment.

Limited to English proficiency: Individuals face challenges with limited English Proficiency, how can we as a program come up with strategies to support their integration.

Disabilities: How can we as program support and provide accessible resources and support to individuals with disabilities.

Lack of transportation: Can limit access to employment and education opportunities. How can we as a program suggest potential solutions to resolve this barrier.

Childcare responsibilities: can significantly affect an individual's ability to pursue employment and education, how can we as program resolve this barrier.

Low Educational Attainment: Individuals with low educational attainment often have fewer job opportunities available to them. How can we provide a solution to this barrier?

Why is the student intake form or onboarding process so important??

Onboarding students is a crucial part of data collection for several reasons, each of which plays a vital role in ensuring the effectiveness of educational programs and here's why:

- Informed program design.
- Resource Allocation.
- Support services
- Customized learning plans.
- Baseline data.
- Outcome measurement.
- Regulatory requirements
- Funding justification.
- Data driven decisions
- Trend analysis

THANK YOU

