

DATA TOOLKIT

**CALIFORNIA WORK OPPORTUNITY AND RESPONSIBILITY TO KIDS (CALWORKS)
OUTCOMES AND ACCOUNTABILITY REVIEW (CAL-OAR)**

JANUARY 2022



Cal-OAR Data Toolkit

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Cal-OAR Data Toolkit

PURPOSE

The Data Toolkit is intended as a resource for County Welfare Departments (CWDs) to gain knowledge of Cal-OAR data sources, processes, and data confidentiality requirements. In this toolkit you will find information on the following:

- Cal-OAR Performance Measure Data Sources and Calculation Methods
- Cal-OAR Data Transmittal Timelines
- Cal-OAR Data Matrices which identify the different data sources, data processing timelines, and de-identification requirements
- Data de-identification requirements for the Cal-OAR continuous quality improvement (Cal-CQI) cycle, and
- Strategies for data de-identification

We encourage CWDs to use these informational resources to familiarize themselves with Cal-OAR data sources and processes and data de-identification strategies and its effect on Cal-OAR data elements. Additional data training will be created and made available to CWDs as needed or requested by CWDs.

BACKGROUND

Legislative Mandate

Senate Bill (SB) 89 (Chapter 24, Statutes of 2017), signed into law on June 27, 2017, created Cal-OAR, a local, data-driven program management system that facilitates continuous improvement of CWD CalWORKs programs by collecting, analyzing, and disseminating outcomes and best practices.

Letter Guidance

[All County Letter \(ACL\) 19-40](#) describes the Cal-OAR Performance Measures, Data Files, and Updates. Additionally, the Cal-OAR CQI Instruction Manual, published in [ACL 19-108](#), includes some basic guidance around how to engage in the County Self-Assessment (Cal-CSA) phase of Cal-OAR. This letter also outlines specific questions that CWDs must address within the Cal-CSA report, along with optional considerations for use in the assessment and analysis. Additional data de-identification resources are linked in the “References” section of this toolkit.

Cal-OAR Data Confidentiality

All CWDs are responsible for following their county data policies and must be diligent in protecting client data. Data storage and transmission should be secure and consistent with the [CDSS Data De-Identification Guidelines](#). These policies ensure that clients cannot be identified through any information posted to a public forum. CWDs must also ensure they have completed the appropriate Confidentiality Agreements for all county staff that have access to non-deidentified data or data that can in any way be used alone or in combination with other data sets to reveal confidential client information. If you are unsure whether your county has completed the appropriate forms, please contact your Cal-OAR CQI Specialist.

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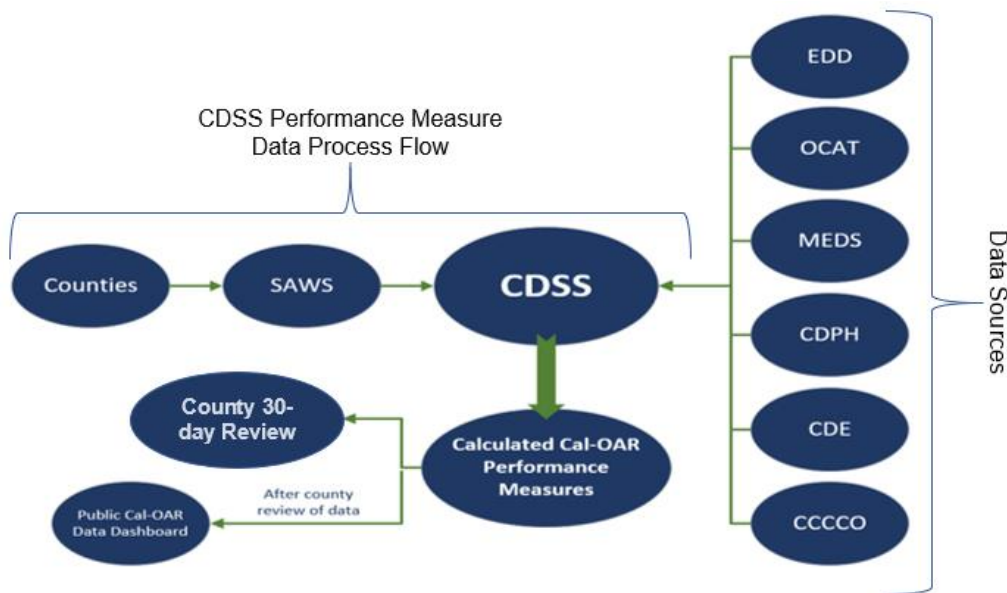
CAL-OAR PERFORMANCE MEASURE DATA FLOW AND TIMELINE

Cal-OAR performance measures are calculated and reported in a staggered manner, based on data availability. All Cal-OAR performance measures are calculated by the California Department of Social Services (CDSS) utilizing data provided by the Statewide Automated Welfare System (SAWS) and state-level agencies/databases including Employment Development Department (EDD), the Online CalWORKs Appraisal Tool (OCAT), Medi-Cal Eligibility Determination System (MEDS), California Department of Public Health (CDPH), California Department of Education (CDE), and the California Community Colleges Chancellor's Office (CCCCO). [Attachment A](#) (Performance Measure crosswalks) details the performance measure population and data variables used to calculate the performance measure. Additional information about data sources and measure calculation can be found in ACL 19-40.

Figure 1: Cal-OAR Performance Measures Data Flow

Description: The Cal-OAR Performance Measures Data Flow begins with CWDs entering data into SAWS. Following the arrows below, the data is sent to CDSS from SAWS and is combined with other data sources. After CDSS calculates performance measures, it is sent back to CWDs for a 30-day review and then posted on the public Cal-OAR Data Dashboard. Counties always have the ability to request that their performance measure data not be posted to the Cal-OAR Data Dashboard as a result of data anomalies arising during their 30-day review.

Not included in the graphic below but covered in Table 4, all Cal-OAR Performance Measures include a processing delay or data lag after data is input into SAWS but before data is transmitted to CDSS. As each performance measure contains its own data lag, counties may find it beneficial to utilize the [performance measure calculators](#) to better understand each measure data flow.



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Figure 2: How Performance Measures Are Calculated

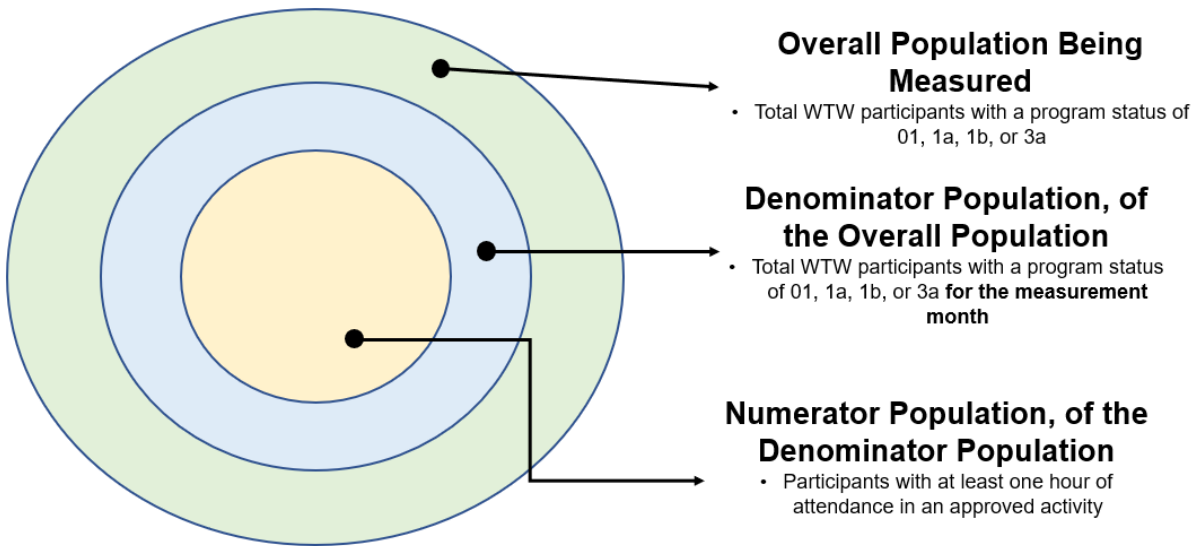
Description: To calculate each individual performance measure, CDSS works through a specific process flow.

(EXAMPLE)

Engagement Rate	#32. Attendance Hours	Numerator	1 or more hours	Cal-OAR 19B	6 Months	Jan 2021	Aug 1, 2021
	#19. WTW Program Status	Denominator	01, 1a, 1b, 3a		6 Months	Jan 2021	Aug 1, 2021

Beginning with the population as a whole (for example, the Engagement Rate above), the total number of clients from that population are narrowed down for the denominator calculation from the full grouping of WTW individuals that fall under 01, 1a, 1b, and 3a according to their WTW Program Status (Variable #19) to just those from the measurement month. Next, the numerator for the engagement rate will determine, of those that fall under the defined WTW statuses for the measurement month, how many of those had attendance hours in any approved activity? Each performance measure is calculated in this same fashion, and can be represented as:

Example: Engagement Rate, Phase-1



<p>Percent of WTW Active Participants and Exempt Volunteers who have verified, actual attendance hours in any approved activity in the measurement month.</p> <p style="text-align: center;">Definition</p>	$\frac{\text{Numerator}}{\text{Denominator}}$	<p>Of the denominator, WTW Active Participants and Exempt Volunteers with attendance hours in any approved activity.</p> <p style="text-align: center;">Numerator</p> <p>WTW Active Participants and Exempt Volunteers in the measurement month.</p> <p style="text-align: center;">Denominator</p>
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Table 1: Phase 0 Performance Measures

Description: Data processing flow for two (of seven) Phase 0 Performance Measures; the Employment Rate of Current CalWORKs Individuals and Rate of Exits with Earnings.

Measures:

- **Employment Rate of Current CalWORKs Individuals**
- **Exits with Earnings**

Measurement Period	April – June 2021
MEDS Processing Delay	July – September 2021
CDSS Receives Data from EDD & MEDS	November 2021
CDSS Data Processing	December 2021
Begin County 30-day Review Period	December 30, 2021
End County 30-day Review Period	January 31, 2022
Data Posted to Public CAL-OAR Dashboard	February 11, 2022

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Table 2: Phase 1 Performance Measures

Description: Data processing flow for six (of eight) Phase 1 Performance Measures: Sanction Rate, Sanction Resolution Rate, Orientation Attendance Rate, OCAT Completion Timeliness Rate, Engagement Rate, and First Activity Attendance Rate.

Measures:

- **Sanction Rate**
- **Sanction Resolution Rate**
- **Orientation Attendance Rate**
- **OCAT Completion Timeliness Rate**
- **Engagement Rate of Current CalWORKs Individuals**
- **First Activity Attendance Rate**

Measurement Month	July 2021	April 2021
Data Lag Months	August - October 2021 (Three months)	May 2021 –October 2021 (Six months)
CDSS Receives Data from SAWS	November 1, 2021	November 1, 2021
CDSS Data Processing	November 2021	November 2021
Begin County 30-day Review Period	November 30, 2021	November 30, 2021
End of County 30-day Review Period	December 31, 2021	December 31, 2021
Data Posted to Public Cal-OAR Dashboard	January 11, 2022	January 11, 2022

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Table 3: Cal-OAR Data Processes Matrix

Description: This table shows details for each of the Cal-OAR data files and reports.

Data Product	Producer	Public	De-Identified 1	Frequency
Phase 0 Performance Measure Transmittal	Produced by CDSS and sent to CWDs	No	Yes	Quarterly
Phase 1 Performance Measure Transmittal	Produced by CDSS and sent to CWDs	No	No	Monthly
Phase 2 Performance Measure Transmittal (In Development)	Produced by CDSS and sent to CWDs	No	No	Monthly transmittals, but some measures reported quarterly or semi-annually, see ACL 19-40
Cal-OAR 19 Files (e.g. 19A-E)	Produced by SAWS and sent to CDSS	No	No	Varies, see ACL 19-40
Cal-OAR Dashboard	Produced by CDSS and posted to public website	Yes	Yes	Updated Monthly
Cal-CSA	Produced by CWDs with support from CDSS	Yes	Yes	Once per CQI cycle
Cal-SIP	Produced by CWDs with support from CDSS	Yes	Yes	Once per CQI cycle, following Cal-CSA
Cal-OAR Progress Report	Produced by CWDs with support from CDSS	Yes	Yes	Annually, following Cal-SIP

¹ CWDs may request individual-level, non-deidentified EDD phase 0 data, following the process described in [ACIN I-62-18](#).

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Table 4: Cal-OAR Performance Measure Matrix

Description: This table shows the data sources and other information for the Cal-OAR performance measures.

Performance Measure	Cal-OAR Phase	Data Lag	Data Source	De-Identified ¹	Frequency
Employment Rate of Current CalWORKs Individuals	Phase 0	Three Month	MEDS & EDD	Yes	Quarterly
Rate of Exits with Earnings	Phase 0	Three Month	MEDS & EDD	Yes	Quarterly
Rate of Program Reentries	Phase 0	Three Month	MEDS	Yes	Quarterly
Rate of Program Reentries after Exits with Earnings	Phase 0	Three Month	MEDS & EDD	Yes	Quarterly
Wage Progression	Phase 0	Three Month	MEDS & EDD	Yes	Quarterly
Post CalWORKs Employment Rate	Phase 0	Three Month	MEDS & EDD	Yes	Quarterly
Intergenerational CalWORKs Employment Rate	Phase 0		MEDS	Yes	Semi-Annual
Engagement Rate	Phase 1	Six Month	Cal-OAR 19B	No	Monthly
Sanction Rate	Phase 1	Three Month	Cal-OAR 19	No	Monthly
Sanction Resolution Rate	Phase 1	Three Month	Cal-OAR 19A	No	Monthly
Orientation Attendance Rate	Phase 1	Three Month	Cal-OAR 19	No	Monthly
OCAT/Appraisal Completion Timeliness Rate	Phase 1	Three Month	Cal-OAR 19A	No	Monthly
First Activity Attendance Rate	Phase 1	Six Month	Cal-OAR 19B	No	Monthly
Improved Literacy, Basic Skills, English Language Acquisition Rate	Phase 1	Two Month	MEDS & CCCCCO	No	Annual
Community College Progress Rate	Phase 1	Two Month	MEDS & CCCCCO	No	Annual
OCAT Appraisal to Next Activity Timeliness Rate	Phase 2	Three Month	Cal-OAR 19A	No	Monthly

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Performance Measure	Cal-OAR Phase	Data Lag	Data Source	De-Identified ¹	Frequency
Education & Skills Development Access Rate	Phase 2	Five Month	Cal-OAR 19D & OCAT	No	Quarterly
Education & Skills Development Utilization Rate	Phase 2	Five Month	Cal-OAR 19D	No	Quarterly
Child Care Access Rate	Phase 2	Six Month	Cal-OAR 19E, CDE, & APPs	No	Semi-Annual
Homeless Assistance & Housing Support Program Access Rate	Phase 2	Three Month	Cal-OAR 19A	No	Monthly
Ancillary Services Access Rate	Phase 2	Three Month	Cal-OAR 19	No	Monthly
Transportation Provision Timeliness Rate	Phase 2	Five Month	Cal-OAR 19C	No	Quarterly
Subsidized to Unsubsidized Employment Rate	Phase 2	Five Month	Cal-OAR 19D & EDD	No	Quarterly
Educational Completion Rate	Phase 2	Eight Month	Cal-OAR 19E, MEDS, & CCCCCO	No	Annual
Home Visiting Transitions to WTW Engagement Rate	Phase 2	Two Month	Cal-OAR 19E & CDPH	No	Semi-Annual
Family Stabilization Transitions to WTW Engagement Rate	Phase 2	Two Month	Cal-OAR 19B	No	Monthly

¹ CWDs may request individual-level, non-deidentified EDD phase 0 data, following the process described in [ACIN I-62-18](#).

INTERNAL AND EXTERNAL SHARING OF CAL-OAR DATA

The introduction of the 26 Cal-OAR performance measures has instituted aggregate and individual-level data transmissions from CDSS to CWDs. Depending on the data source and agreements between CDSS and individual CWDs, some of this data may be received in a non-deidentified format. CWDs shall reference individual data sharing policies and agreements for each data source and transmittal for how the data may be shared both within the CWD and/or shared with external stakeholders and the public.

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PERFORMANCE MEASURE REVIEW: OBTAINING INDIVIDUAL-LEVEL AND/ OR NON-DEIDENTIFIED DATA

Phase 0 data has been aggregated and can be used to evaluate program participants and outcomes. For Cal-OAR, EDD data is used to calculate some of the employment and wage related performance measures. CWDs that desire individual level data may request individual-level, non-deidentified EDD phase 0 data following the process described in [ACIN I-62-18](#).

Additionally, access to individual level EDD data requires a designated user to sign EDD's confidentiality agreement and request a Secure File Transfer account from CDSS.

DATA DE-IDENTIFICATION

Data de-identification is a process used to mask data to protect the privacy of individuals. The CDSS is committed to providing useful data and promoting the transparency of State government through the public release of data.

Per the California Health and Human Services Agency Data De-identification rules, any data that represents fewer than eleven individuals must be [redacted or masked](#). This is to ensure that any individual in the data set is not identifiable and their confidentiality is not compromised. To post the data on a public facing platform, such as a website, CWDs' data points under eleven will be redacted or masked. There are many ways to de-identify data. These strategies are discussed in the [Data De-Identification Guidelines](#) and in the section below.

De-identification Strategies

Data can be de-identified in written and tabular format using one of the strategies identified below (Desk Reference available in [Attachment B](#)). It is important to note that it is necessary to de-identify secondary data so there is no way to reverse identify the data. This is to ensure that published data cannot be used, either by itself or in combination with other data sets, to identify specific individuals. In addition, redacting data through document formatting must not be used, as the redacted data could be extracted from electronically published documents.

Cal-OAR Data De-Identification

Cal-OAR Data Dashboard – Per Welfare and Institutions Code 11523(d)(3)(A)(ii), the department shall make data collected pursuant to this section publicly available on its internet website. Per ACL 19-40, Attachment 3, page one, all data posted on the Cal-OAR [Data Dashboard](#) located on the CDSS website will be de-identified. The reason the data is de-identified is because the Cal-OAR Data Dashboard is accessible to the public and all information on the Cal-OAR Data Dashboard will be de-identified for the protection of CalWORKs clients.

Cal-CSA and Cal-SIP – The Cal-CSA will be a public document that is posted on the [Cal-OAR public website](#). The Cal-CSA requires CWDs to provide analysis of performance measures. CWDs need to ensure that the narrative portion of the Cal-CSA does not allow individuals to be identified. Direct references to individuals or language specifying sizes of demographic groups should be avoided when possible. This also applies to the Cal-SIP and the Cal-SIP Progress Report. CWDs shall

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practice data de-identification strategies to ensure the privacy of individuals when sharing any document with Cal-OAR data.

Masking Data

Data masking is the process of obscuring original data with modified content (characters or other data), to replace data points that are classified as personally identifiable information, sensitive personal data. Symbols like the asterisk (*) may be used as a replacement. It is recommended that the same symbol be used consistently throughout a given document.

Example: There were * Cal-Learn clients out of * total participants.

Language Strategies

Another way to de-identify data is to use non-specific language that does not provide specific numbers or time periods, e.g., the employment rate has **increased** over time.

Examples of non-specific language:

- Change
- Decrease
- Decline
- Reduction
- Increase
- Gain
- Rise
- Difference

Examples of non-specific language in Cal-OAR:

- Cohort Sizes:
 - **2009 Q1 cohort was the largest, 2021 Q1 was smaller, and 2016 Q1 was much smaller.**
- Length on Aid:
 - **Medium length of stay was about the same for all cohorts.**
- Percent with earnings in any quarter in the year following exit:
 - For 2009 cohorts, **slightly more than half of the adults** had ages. **That rate progressively increased** 2012 and 2016 cohorts.
- Number of employers:
 - Of adults with earnings, **more than half of leavers** in the 2009 cohort had one employer in the year following exit. In the 2012 and 2016 cohorts, **progressively fewer** had one employer and some had two employers.
- Wage progression overall:
 - Each cohort saw a **progressively larger positive percent change** in their median wages between the 2nd and 4th quarters after exit.
 - 2016 cohort saw **highest actual wages** in 4th quarter after exit and **highest percent change** between 2nd and 4th quarter (not adjusted for inflation).

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- Wage progression by gender:
 - Women experienced **more wage growth** overall between the 2nd and 4th quarters after exit, except for 2012 in the 4th quarter after exit, women's **actual wages were lower** than men's wages.
- Wage progression by education level:
 - Between 2009 and 2016, those with no formal education saw the **highest increase** in 4th quarter wages, although **the *n* was relatively small**. The **second highest increase** was seen for those with an associate's degree.
 - On average, those with a bachelor's degree saw the **largest increase** between 2nd and 4th quarter wages across all three cohorts.
- Wage progression compared to the Federal Poverty Limit:
 - In all three cohorts, **the median 4th quarter wage was below the Federal Poverty Level for a family of 3 for that year**.
 - Only those with a bachelor's degree in the 2009 cohort and those with an associate's degree or no formal education in the 2016 cohort achieved a 4th quarter wage above the FPL for a family of 3. **The "*N*"s for these groups are very small**.

Combining Data

In this strategy, similar groups are combined to increase the number of individuals to over 11 individuals.

Example: Out of 35 children, six were in care for 12-23 months and six were in care for 24–35 months.

In this example you combine the data, so it represents at least 11 individuals:

- Combining children = 6 + 6 = **12**
- Combine timeframe = 12-23 months and 24-35 months = **12-35 months**

➤ *Out of 35 children, 12 children were in care for 12-35 months.*

Data De-identification by County Size

When performing any statistical analysis on the Cal-OAR data, care must be made to ensure that any sample is large enough to perform the analysis while adhering to the data de-identification requirements. Small data samples may also be prone to increased volatility. Sample sizes of up to twenty percent of the entire population may be appropriate. Smaller counties may need to use the entire population as the sample size to avoid unnecessary volatility in the sample and to adhere to the data de-identification requirements outlined above.

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REFERENCES

(Scott, 2016) [Agency Data De-Identification Guidelines \(DDG\) Version 2.0](#)

The California Department of Health Care Services Data De-Identification Guidelines provides step by step instructions to assess data intended for public release. These steps are intended to assist programs in guaranteeing that data is de-identified for purposes of public release in accordance with the California Information Practices Act and Health Insurance Portability and Accountability Act (HIPAA) to prevent the disclosure of personal information.

(California Department of Social Services, 2019) [Data De-Identification DSS Reference Guide](#)

The California Department of Social Services Data De-Identification Reference Guide omits procedures mandated for entities covered under HIPAA. This reference guide describes the procedures that must be adhered to when preparing data for public release,

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ATTACHMENT A

Phase 1 Performance Measure and Data Crosswalk

Measure	Variable ¹	Num/Den ²	Variable Response ³	Report ⁴	Lag ⁵	Report Lag Example	
						Example Data Month	SAWS Submission
Engagement Rate	32. Attendance Hours	Numerator	1 or more hours	Cal-OAR 19B	6 Months	Jan 2021	Aug 1, 2021
	19. WTW Program Status	Denominator	01, 1a, 1b, 3a		6 Months	Jan 2021	Aug 1, 2021
Sanction Rate	23. WTW Sanction w/ Reduction in Aid	Numerator	02	Cal-OAR 19	3 Months	Jan 2021	May 1, 2021
	19. WTW Program Status	Denominator	01, 1a, 1b, 02		3 Months	Jan 2021	May 1, 2021
Sanction Resolution Rate	26. Sanction Resolved with Aid Restored	Numerator	02	Cal-OAR 19A	3 Months	Jan 2021	May 1, 2021
	23. WTW Sanction w/ Reduction in Aid (From month prior to variable #26)	Denominator	02	Cal-OAR 19	3 Months	Dec 2020	April 1, 2021
Orientation Attendance Rate	34. Attended Orientation	Numerator	02	Cal-OAR 19	3 Months	Jan 2021	May 1, 2021
	33. Scheduled to Attend Orientation	Denominator	02		3 Months	Jan 2021	May 1, 2021
OCAT / Appraisal to Completion Timeliness Rate	36. Completed OCAT/Appraisal Within 30 Days after Aid is Granted	Numerator	02	Cal-OAR 19A	3 Months	Jan 2021	May 1, 2021
	35. Granted Aid and Required to Complete OCAT/Appraisal	Denominator	02		3 Months	Jan 2021	May 1, 2021
First Activity Attendance Rate	40. Participated in First Activity	Numerator	02	Cal-OAR 19B	6 Months	Jan 2021	Aug 1, 2021
	39. Scheduled to Participate in First Activity	Denominator	02		6 Months	Jan 2021	Aug 1, 2021

Notes:

This document displays the Cal-OAR Phase One Performance Measures that utilize SAWS data only. The measures that utilize data from the CA Community Colleges Chancellor's Office (Improved Literacy, Basic Skills, English Language Acquisition, and the Community College Progress Rate) are not included in this table.

¹ The number displayed corresponds with the variable number included in ACL 19-40 Attachment 3: Cal-OAR Data File Instructions, the Data Variables and Attributes section.

² This identifies whether the variable is used to derive the numerator or the denominator in that measure calculation. It is possible that the same variable is the numerator in one measure but the denominator in a different measure.

³ Displays which response options qualify an individual for inclusion in the numerator or denominator. Refer to ACL 19-40 Attachment 3: Cal-OAR Data File Instructions, the Data Variables and Attributes section for details on what each response option means.

⁴ Some variables are included in multiple data files; the file above represents the particular file that will be used for that specified measure.

⁵ This represents the time period between the report/data month and the month that SAWS submit the data file to CDSS.

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Phase 2 Performance Measure and Data Crosswalk *(under development and subject to change)*

Measure	Variable ¹	Num/Den ²	Variable Response ³	Report Sources ⁴	Lag ⁵	Report Lag Example	
						Example Data Month	SAWS Submission
OCAT Appraisal to Next Activity Timeliness	38. Scheduled for Next Activity (SCH_NACT)	Numerator	02 (Yes)	Cal-OAR 19A	3 months	March 2022	Jul 1, 2022
	37. Completed OCAT/Appraisal (COMM_OAPP)	Denominator	02 (Yes) (and var #19 WTW_PRO = 1/1a/1b/3a)		3 months	March 2022	Jul 1, 2022
Education & Skills Development Access	41. Enrolled in Any Approved Education or Training Activity or Program (WTW_V_EN);	Numerator	WTW_V_EN = 02 (Yes)	Cal-OAR 19D	5 months	March 2022	Sept 1, 2022
	43. Completed an Education or Training Program (COMP_EDU);	Denominator	COMP_EDU = 01 (No) (and var #19 WTW_PRO = 1/1a/1b/3a)	OCAT	5 months	March 2022	Sept 1 2022
Education & Skills Development Utilization	41. Enrolled in Any Approved Education or Training Activity or Program (WTW_V_EN);	Numerator	WTW_V_EN = 02 (Yes)	Cal-OAR 19D	5 months	March 2022	Sept 1, 2022
	19. WTW Program Status (WTW_PRO)	Denominator	01 (WTW Active), 1a (Good Cause), 1b (Non-Compliance), 3a (Exempt Volunteer)		5 months	March 2022	Sept 1, 2022
Child Care Access	47. Stage One Child Care Received (CH_REC)	Numerator	CH_REC = 02 (Yes)	Cal-OAR 19E	6 months	January 2022	Jul 1, 2022
	46 Child Care Need Indicated (CH_NEED) 48. Eligible for Child Care (ECC)	Denominator	CH_NEED = 02 (yes) <i>and</i> ECC = 02 (Yes) (and var #19 WTW_PRO = 1/1a/1b/3a)	Additional Data Sources Pending	6 months	January 2022	Jul 1, 2022
Homeless Assistance & Housing Support Program Access	28. HA Receipt within 30 Days of HA Request (HA_REC) 30. HSP Receipt within 30 Days of HSP Referral (HSP_REC)	Numerator	HA_REC = 02 (Yes) HSP_REC = 02 (Yes)	Cal-OAR 19A	3 months	March 2021	Aug 1, 2021
	27. HA Requested (HA_REQ) 29. HSP Referral (HSP_REF)	Denominator	HA_REQ = 02 (Yes) HSP_REF = 02 (Yes)		3 months	March 2021	Aug 1, 2021

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Measure	Variable ¹	Num/Den ²	Variable Response ³	Report Sources ⁴	Lag ⁵	Report Lag Example	
						Example Data Month	SAWS Submission
Ancillary Services Access	25. Ancillary Services Received (ANC_REC)	Numerator	ANC_REC = 02 (Yes)	Cal-OAR 19	3 Months	Sept 2022	Jan 1, 2023
	24. Ancillary Services Need Indicated (ANC_IND)	Denominator	ANC_IND = 02 (Yes) (and var #19 WTW_PRO = 1/1a/1b/3a)		3 Months	Sept 2022	Jan 1, 2023
Transportation Provision Timeliness	45. Received at Least One Transportation Service (WTW_V_TR)	Numerator	WTW_V_TR = 02 (Yes)	Cal-OAR 19C	5 Months	Sept 2022	March 1, 2023
	44. Granted Aid in Previous Quarter (WTW_V_A)	Denominator	WTW_V_A = 02 (Yes) (and var #19 WTW_PRO = 1/1a/1b/3a)		5 Months	Sept 2022	March 1, 2023
Subsidized to Unsubsidized Employment	51. Unsubsidized Employment within Three Quarters (UE_ENT)	Numerator	02 (Yes)	Cal-OAR 19D	5 Months	Sept 2022	March 1, 2023
	49. Subsidized Employment (SE) Exit Date (SE_EQTR)	Denominator	MMDDYYYY = date within measurement quarter	EDD	5 Months	Sept 2022	March 1, 2023
Educational Completion	54. Former WTW Individuals who Completed Education (WTW_EDCM)	Numerator	WTW_EDCM = 02 (Yes)	Cal-OAR 19E	6 Months	Jan 2022	July 1, 2022
	53. Former WTW Individuals who Participated in Education while on CalWORKs (WTW_CWEX)	Denominator	WTW_CWEX = 02 (Yes)	CCCCO MEDS	6 Months	Jan 2020	July 1, 2021
Home Visiting Transitions to WTW Engagement	56. WTW Eligible Former HVI Participants with Verified Participation in WTW (WTW_HV_W)	Numerator	02 (Yes)	Cal-OAR 19E	2 Months	Feb 2023	May 1, 2023
	55. WTW Eligible HVI Participants who Finished Participation and any Exemptions (WTW_HV_E)	Denominator	02 (Yes)	CDPH	2 Months	Feb 2023	May 1, 2023
Family Stabilization Transitions to WTW Engagement	31. FS Case that Transitioned to WTW (FS_WTW)	Numerator	02 (Yes)	Cal-OAR 19B	2 Months	Feb 2023	May 1, 2023
	22. FS Case Exit (FS)	Denominator	02 (Yes)		2 Months	Feb 2023	May 1, 2023

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Measure	Variable ¹	Num/Den ²	Variable Response ³	Report Sources ⁴	Lag ⁵	Report Lag Example	
						Example Data Month	SAWS Submission
Improved Literacy, Basic Skills, & English Language Acquisition⁶	Of the denominator, WTW Individuals who improved skills by one or more EFL or CTE milestones	Numerator	In Development	MEDS	2 Months	Oct 2022	Dec 1, 2022
	WTW Individuals enrolled in ESL, ABE, ASE, or CTE programs in the measurement period	Denominator	In Development	CCCCO	2 Months	Oct 2022	Dec 1, 2022
Community College Progress⁶	Of the denominator, WTW Individuals who are in good standing in the measurement term	Numerator	In Development	MEDS	2 Months	Oct 2022	Dec 1, 2022
	WTW Individuals enrolled in community college in the measurement term	Denominator	In Development	CCCCO	2 Months	Oct 2022	Dec 1, 2022

Notes:

This document displays the Cal-OAR Phase Two Performance Measures that utilize SAWS and outside data sources from the following sources: California Department of Education (CDE), California Community Colleges Chancellor's Office (CCCCO), Alternative Payment Programs (APPs), California Employment Development Department (EDD), Medi-Cal Eligibility Determination System (MEDS), and California Department of Public Health (CDPH).

¹ The number displayed corresponds with the variable number included in ACL 19-40 Attachment 3: Cal-OAR Data File Instructions, Data Variables and Attributes section.

² This identifies whether the variable is used to derive the numerator or the denominator in that particular measure calculation. It is possible that the same variable is the numerator in one measure but the denominator in a different measure.

³ Displays which response options qualify an individual for inclusion in the numerator or denominator. *All qualifiers for denominators also apply to its corresponding numerator.* Refer to ACL 19-40 Attachment 3: Cal-OAR Data File Instructions, the Data Variables and Attributes section for details on what each response option means.

⁴ Some variables are included in multiple data files or from different sources, the file sources listed represent the particular files that will be used for that specified measure.

⁵ This represents the time period between the report/data month and the month that SAWS will submit the data file to CDSS.

⁶ These measures are shown as Phase-1 in ACL 19-40 but are being processed and calculated during Phase-2.

Cal-OAR Data Toolkit

ATTACHMENT B

Data De-Identification Desk Reference

Strategy	Example
<p><u>Masking Data</u>: Data masking is the process of obscuring original data with modified content (characters or other data), to replace data points that are classified as personally identifiable information, sensitive personal data.</p>	<p>There were * Cal-Learn clients out of * total participants.</p> <p>Out of * children, * were in care for 12-23 months and * were in care for 24- 35 months</p>
<p><u>Language Strategies</u>: Another way to de-identify data is to use non-specific language that does not provide specific numbers or time periods, e.g., the employment rate has increased over time.</p> <p>Types of non-specific language:</p> <ul style="list-style-type: none"> • Change • Increase • Decrease • Gain • Decline • Rise • Reduction • Difference 	<ul style="list-style-type: none"> • Percent with earnings in any quarter in the year following exit: <ul style="list-style-type: none"> ➤ For 2009 cohorts, slightly more than half of the adults had wages. That rate progressively increased for the 2012 and 2016 cohorts. • Wage progression overall: <ul style="list-style-type: none"> ➤ Each cohort saw a progressively larger positive percent change in their median wages between the 2nd and 4th quarters after exit. ➤ 2016 cohort saw highest actual wages in 4th quarter after exit and highest percent change between 2nd and 4th quarter (not adjusted for inflation).
<p><u>Combining Data</u>: In this strategy, an identical group to increase the number of individuals to over 11 individuals.</p>	<p>Out of 35 children, 6 were in care for 12-23 months and 6 were in care for 24–35 months.</p> <p>In this example you combine the data, so it represents at least 11 individuals:</p> <ul style="list-style-type: none"> • Combining children = 6 + 6 = 12 • Combine timeframe = 12-23 months and 24-35 months = 12-35 months <p><i>Out of 35 children, 12 children were in care for 12-35 months.</i></p>