

## **Challenges and Lessons Learned: Seattle Colleges**

One of the biggest challenges we have encountered in the Walmart Brighter Futures 2.0 Project was been tracking employment placement. Seattle Colleges track employment using a variety of methods, including phone calls to students and employers and the use of employment security data. However, data can be difficult to gather from multiple sources, consolidate, and ultimately trust as a useful indicator of employment rates and student success. Lack of employment tracking has made it difficult to understand the efficacy of our infrastructure and program enhancements.

The colleges are exploring new tools and methods to better collect employment placement data systematically across the three-college district. Finding a solution that will allow for better reporting and programmatic decision-making without overburdening career services staff is a major barrier. The college research directors, Walmart Brighter Futures staff, career services directors, and workforce deans are continuing to work together to discuss potential solutions. Options include developing a data sharing agreement with the Employment Security Department to share more granular and useful data than what is currently available, and establishing a central repository for employment tracking data into which career services and program staff can report.