Data Insights Roundtable:
Policy Development from Inception to Implementation

Speakers:

- **Christine Blumauer** (she/her), Executive Director of Policy, Office of the Commissioner, NJDOL
- **Nicol Nicola** (she/her), Director of Economic and Demographic Research, Office of Research and Information, NJDOL

February 22, 2024, LMI Institute and PMP

Stage setting –what we're going to talk about today

We are talking to:
➢ Labor Market researchers/economists, program evaluators etc. at state and local government agencies.

We're talking about:
➢ *Vision:* Promote a culture of evidence-based policy-making
➢ *Strategy:* Generate interest for your services in areas of your agency which you believe could utilize/are under-utilizing your services
➢ *Process:* generate and sustain demand for our services

Vision

Evidence-based policy-making

➢ This is your hook: hard to disagree with the fact that policy-making should be rooted in evidence.

➢ This is your value-add: if people want evidence, then they need to work with you.

Strategy

To create demand for your services you will need:
➢ Mandate
➢ Coalition of the Willing
➢ Messengers
➢ Proof of concept

Process/Research Request

➤ Step 1: Confirm what your customer is looking for and why.

➤ Step 2: Gather the data and present it.

➤ Step 3: Finalize.

➤ Step 4: Seek feedback.

Research Scope

➢ Did the increase(s) benefit this group of workers at large?

➢ Are there difference among the workers: did certain subgroups benefit more than others (i.e. by age, race, ethnicity, gender)?

➢ Is the increase enough to make a fair living?

Data Sources

Which data are you using and why?

➢ Deliberately create a list of data sources and articulate why you chose them.

➔ Your customer might ask you so best to be prepared.

➔ Your customer might need to justify their sources to their stakeholders too in a later step.

Present your Research

Next slides:

Case Study

Median Wage

New Jersey's Estimated Median Wage By Industry

Industry	Median Hourly Rate	Annual Median Wage (2,080 Hours)
Agriculture...	$11.00	$22,880
Accommodation & Food Services........	$14.00	$29,120
Retail Trade..	$16.00	$33,280
Other Services......................................	$17.00	$35,360
Wholesale Trade...................................	$18.00	$37,440
Transportation and Warehousing........	$18.00	$37,440
Educational Services............................	$19.22	$39,978
Health Care & Social Assistance...........	$20.20	$42,016

Source: Current Population Survey 24 Month Average July 2021 to June 2023

"Fair" Wage Benchmark: MIT Living Wage Calculator

- Food

- Childcare

- Medical

- Housing

- Transportation

- Taxes

- *Excluded: leisure, vacation, or emergency expenses*

- Benchmark: 1 Adult, 0 Children: $18.71 ($38.9K)

Demographic Characteristics

- Age (under 35 years old)

- Sex

- Race

- Ethnicity

- Nativity

- Education

- Transportation

- Disability

- Health Insurance

- Public Assistance

- Under Poverty

Demographic Characteristics by Industry

Demographic Characteristics By Industry
Red/Light Red: High Priority, Yellow: Median Priority, Green: Low Priority

Demographic	Agriculture	Wholesale Trade	Retail Trade	Transportation and Warehousing	Educational Services	Health Care & Social Assistance	Accommodation & Food Services	Other Services
Sex - Female	Green	Yellow	Light Red	Red	Red	Red	Light Red	Light Red
Race - Black, Asian, or Other	Yellow	Yellow	Yellow	Red	Green	Light Red	Light Red	Light Red
Ethnicity - Hispanic	Green	Yellow	Yellow	Light Red	Green	Green	Yellow	Yellow
Nativity - Foreign Born	Light Red	Yellow	Yellow	Light Red	Green	Green	Yellow	Light Red
Education - Less Than Bachelor's Degree	Red	Light Red	Red	Red	Green	Light Red	Red	Red
Transportation - Car, Truck, or Van	Red	Yellow	Yellow	Green	Green	Green	Red	Yellow
Disability - With a Disability	Red	Green	Yellow	Yellow	Green	Green	Green	Green
Health Insurance - No Health Insurance Coverage	Red	Green	Green	Light Red	Green	Green	Light Red	Light Red
Public Assistance - Yes, Public Assistance	Yellow	Yellow	Red	Red	Green	Yellow	Red	Yellow
Age - Under 35 Years Old	Green	Green	Light Red	Yellow	Green	Yellow	Red	Yellow

IMPLAN Economic Impact Analysis

Suppose we increase pay for food service workers by $5, resulting in an increase of $900 million

➢ This could potentially create 3,400 full-time, part-time and seasonal jobs.

➢ The value added to **GDP** is estimated to be about $426 million.

Stay Involved, Seek Feedback

➢ Is your customer able to use/understand the data?

➢ Are your customers giving you feedback? How can you seek feedback?

➢ …

Questions?

THANK YOU!