



Exploring External Data to Enhance Monitoring and Evaluation of WHD's Employer Compliance Strategies

SUMMARY

The mission of the Department of Labor's [Wage and Hour Division](#) (WHD) is to promote and achieve compliance with labor standards to protect and enhance the welfare of the nation's workforce. To help achieve this mission, WHD implements strategies to protect the workforce and assist employers with compliance. Data and research inform WHD's compliance strategies and help the agency monitor and evaluate how effectively it uses those strategies. As part of this effort, DOL's Chief Evaluation Office (CEO), in partnership with WHD, contracted with Mathematica to conduct the *Wage and Hour Division's Compliance Strategies Evaluation* to gather evidence on effective methods WHD might use to design impact evaluation studies of its compliance strategies. This study does not assess WHD's capabilities or data system themselves but focuses on potential opportunities to evaluate compliance strategies.

The study includes multiple publications. ***Exploring External Data to Enhance Monitoring and Evaluation of WHD's Employer Compliance Strategies*** supplements the study by exploring whether and how data that are housed outside of WHD could be integrated with WHD's administrative data. The researchers explored how external data can be integrated with WHD's case management system, the Wage and Hour Investigative Support and Reporting Database (WHISARD), and the limitations of doing so.

KEY TAKEAWAYS

- **Matching external limited-service restaurant data with WHISARD data demonstrated that it is possible to find complementary external data.**
- **The CHDExpert data provided an example of external data that can help WHD assess WHISARD's bias in data selection** and allow comparison group and subgroup analysis.
- **The FRANdata data showed the potential of using franchising data** to identify ownership characteristics and establish inter-connectedness between establishments.
- **Only a small share of LSRs observed in WHISARD could be matched with external data** from CHDExpert and FRANdata and integrating the external data was resource intensive.
- **The inability to match establishments was likely due to:**
 - Differences in data collection and recording processes between WHISARD and CHDExpert
 - The matching method itself





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- WHISARD's choice of establishments differing from the external establishments due to WHD's priorities and targeting
- **It may be possible to improve matching** by linking establishments to external data before beginning investigations and seeking stronger sources of external data.

[SEE FULL STUDY](#)

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