

WIOA PERFORMANCE INDICATORS

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WORKSHOP GOALS

Learn about the WIOA and other INAP measures

Understand how you can enhance performance

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BURNING QUESTIONS?

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RESPONSIBLE FOR WIA PERFORMANCE MEASURES NOW

- Grantees responsible for WIA performance measures until new online case management system is in place.
- Expected implementation of new system for CSP: PY 2020.
- Expected implementation of new system for SYSP: not yet known

Case Management System	Performance Indicators Used
BEARTRACKS	WIA PERFORMANCE
NEW ONLINE SYSTEM – GPMS	WIOA AND INAP INDICATORS

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KEY DEFINITIONS

- Participant
- Date of Participation
- Service
- Exit Date
- Exit Quarter

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PARTICIPANT

Eligible for WIOA

+

Receives a WIOA Service



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DATE OF PARTICIPATION

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- Eligible
- Received a WIOA service

If both checked, it's the date the participant received the WIOA service.



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QUALIFYING SERVICE

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Service includes:

- In-program WIOA activities, such as career and training services.
- Significant staff involvement, e.g. assessment of a participant's skills, education, or career objectives



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SERVICE IS NOT

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Service does **not** include:

- Determination of eligibility
- Services and activities specifically provided as follow-up services
- Regular contact with the participant or employer only to obtain information regarding employment or educational status or the need for support services
- Self-Service activities
- Informational activities (e.g. LMI)






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DATE OF EXIT

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The last day on which the individual received a service funded by WIOA or a partner program.

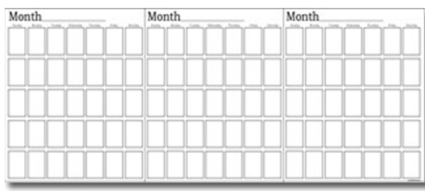




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EXIT

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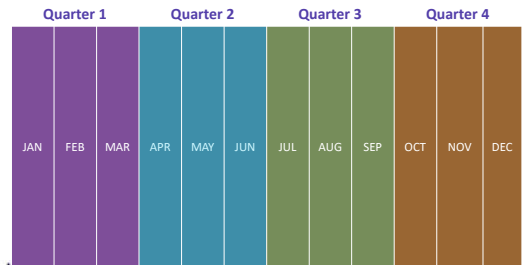

BearTracks will automatically exit a participant who has not received a WIOA service within 90 days and is not scheduled for future services.

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QUARTERS

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QUARTERS

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Most performance measures are calculated based on the **quarter** in which a participant exits, and the performance outcomes are due in different **quarters**.





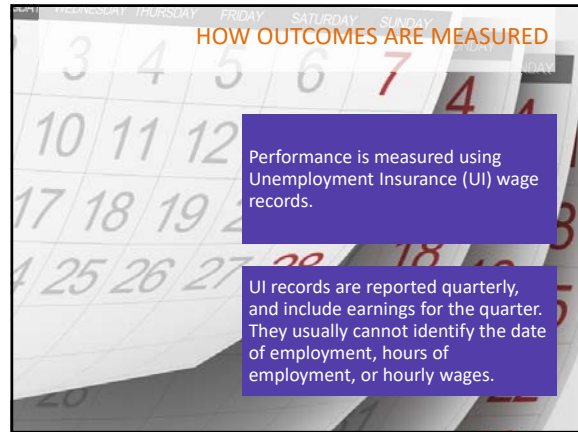
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HOW OUTCOMES ARE MEASURED

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Performance is measured using Unemployment Insurance (UI) wage records.

UI records are reported quarterly, and include earnings for the quarter. They usually cannot identify the date of employment, hours of employment, or hourly wages.






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EXAMPLE – QUARTERS

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JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
				EXIT	EXIT	1 st Quarter after Exit			2 nd Quarter after Exit		
3 rd Quarter after Exit			4 th Quarter after Exit			JUL	AUG	SEP	OCT	NOV	DEC




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EXCLUSIONARY EXITS

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Participants are *excluded* from the common measures for the following reasons:

- Medical treatment expected to last more than 90 days causes the person to exit and precludes employment
- Incarcerated
- Active duty for more than 90 days
- Foster care and moves outside of local area
- Deceased





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THE MEASURES

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WIOA & INDIAN PROGRAMS INDICATORS: CSP

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<p>WIOA Adult and Dislocated Worker</p> <ol style="list-style-type: none"> 1. Employed in the 2nd quarter after exit 2. Employed in the 4th quarter after exit 3. Median earnings in the 2nd quarter after exit 4. Credential attainment 5. Measurable Skill Gains 6. Effectiveness in Serving Employers 	<p>CSP, under WIOA, with WAIVER</p> <ol style="list-style-type: none"> 1. Employed in the 2nd quarter after exit 2. Median earnings in the 2nd quarter after exit 3. Credential attainment 4. Percent in Training 5. Employment Enhancement/ Training Completion
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WIOA & INDIAN PROGRAMS INDICATORS: SYSP


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WIOA Youth Indicators

1. Employed or in education or training in the 2nd quarter after exit
2. Employed or in education or training in the 4th quarter after exit
3. Median earnings in the 2nd quarter after exit
4. Credential attainment
5. Measurable Skill Gains
6. Effectiveness in Serving Employers

SYSP, under WIOA, with WAIVER, choose at least two

1. Entered Unsubsidized Employment (Including Military)
2. Completed Internship or Work Experience
3. Completed Career Assessment or Work Readiness Training
4. Attained High School Diploma or GED
5. Completed Occupational Skills Training
6. Completed Summer Employment





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WAIVER FORMS


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- For ease of communication with DOL, consider using these forms to request a waiver.
- Found here: <https://ina.workforcegps.org/resources/2019/10/24/19/38/TEGL-4-19-Resource>

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**5 CSP Indicators
– If you have a
WAIVER**




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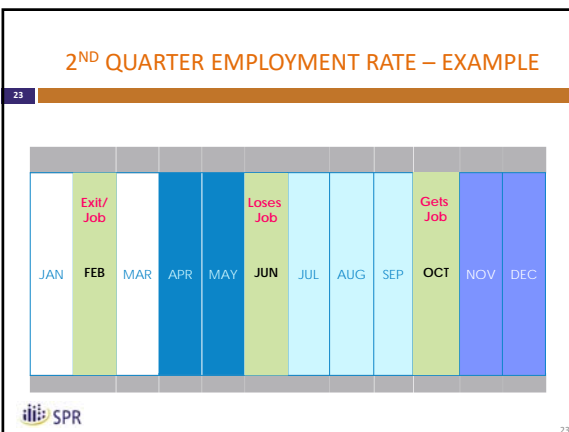
1. 2ND QUARTER EMPLOYMENT RATE

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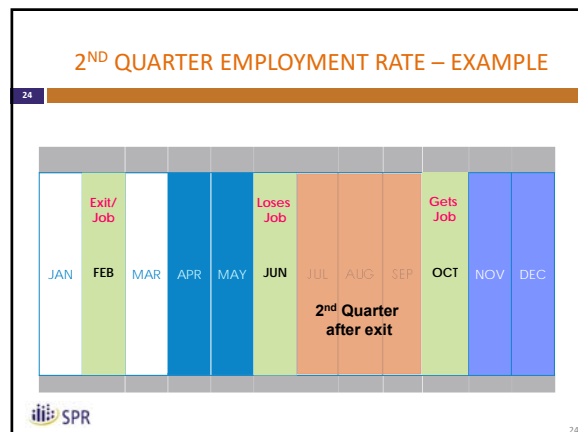
The percent of exiters who were employed anytime in the second quarter after the exit quarter.



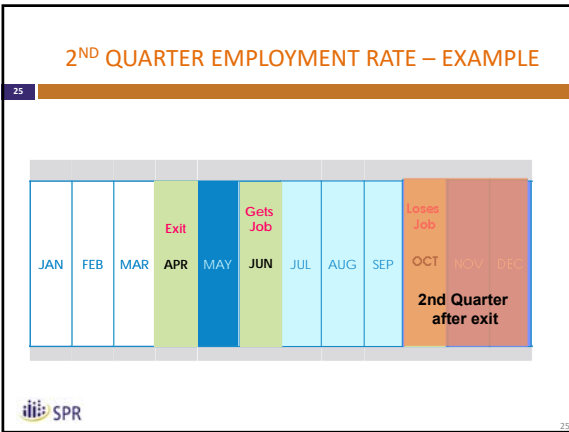
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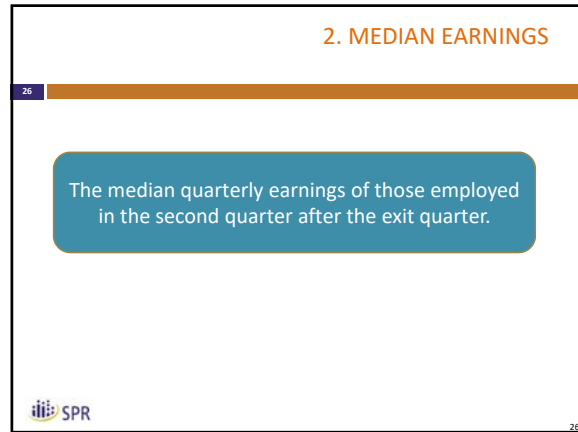
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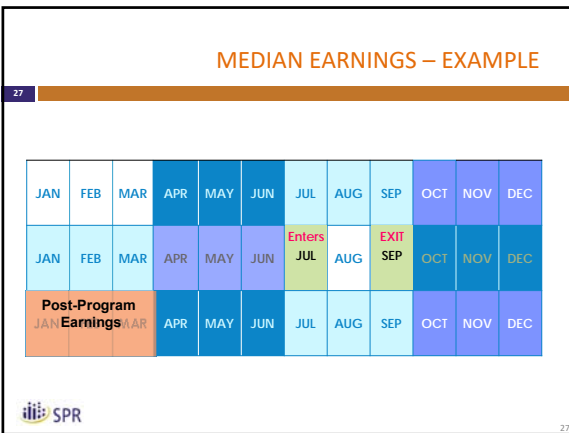
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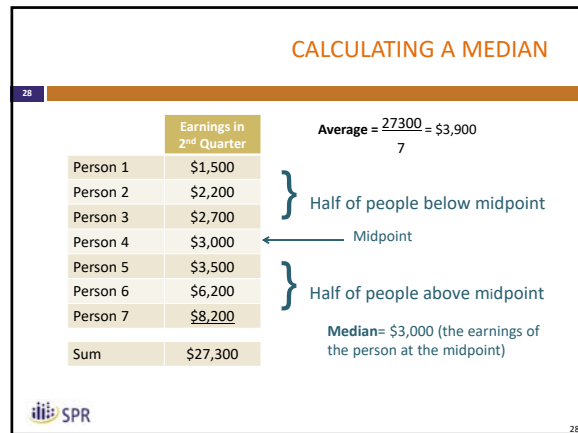
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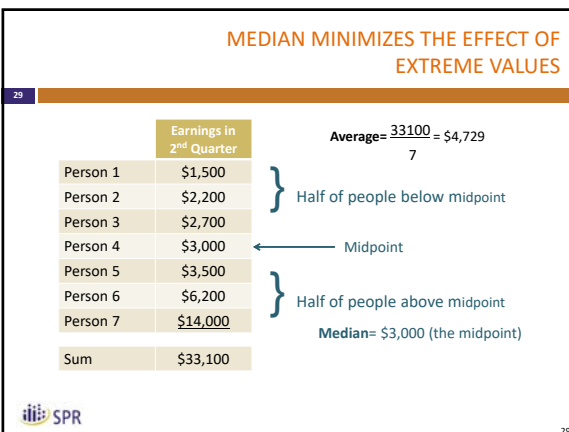
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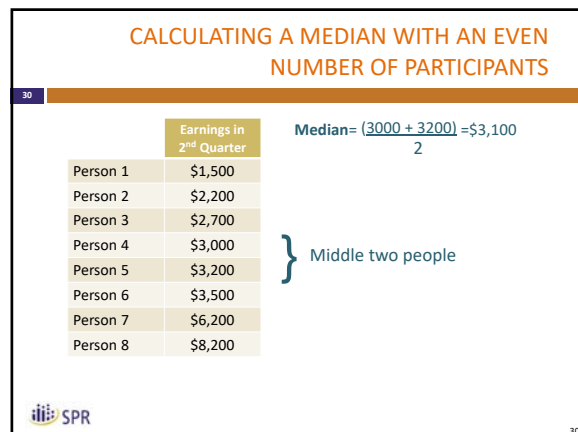
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3. CREDENTIAL RATE

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Percent of exiters who obtain a post-secondary credential or high school diploma or equivalent within one year after exit. Those obtaining a high school diploma or equivalent count as a success only if they are employed or in education or training leading to a recognized post-secondary credential within the year.




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CREDENTIALS

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Credentials are:

- Awarded in recognition of an individual’s attainment of measurable technical or occupational skills necessary to obtain employment or advance within an occupation.
- Based on standards developed or endorsed by employers.






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POSTSECONDARY CREDENTIAL EXAMPLES

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Educational Degrees	Industry-Recognized Certificates or Certifications	Registered Apprenticeships	Occupational Licenses
<ul style="list-style-type: none"> • Associate and Bachelor Degrees 	<ul style="list-style-type: none"> • Cisco Certified Network Associate • Microsoft Office Specialist 	<ul style="list-style-type: none"> • Carpenter’s Helper • Chef 	<ul style="list-style-type: none"> • Certified Phlebotomist • Accounting Clerk Certificate • Gaming License

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OTHER CREDENTIAL EXAMPLES: GED/DIPLOMA

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Educational Diplomas

- GEDs
- High School Equivalency
- High School Diplomas

Diploma or GED though is not enough




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CREDENTIALS – WHAT’S NOT INCLUDED

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Credentials *do not* include:

- Work readiness certificates
- Credentials awarded by grantees, state, or local workforce boards.



Why?

- They do not document the measurable technical or occupational skills necessary to obtain employment or advance within an occupation.

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POSITIVE PERFORMANCE OUTCOME

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Multiple Ways to Earn a Positive Outcome:

- Earn Postsecondary Credential**

During Program
- Earn Postsecondary Credential**

During Program

Within 1 Year of Exit

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POSITIVE PERFORMANCE OUTCOME *continued*

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3. Earn GED/Diploma and In Education Leading to Postsecondary Credential

During Program + Within 1 Year of Exit

4. Earn GED/Diploma and Employed

During Program + Within 1 Year of Exit

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CREDENTIAL RATE – EXAMPLE

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Enter Training JAN	FEB	MAR	APR	MAY	Finish Training EXIT JUN	Licensing Exam 1 st Quarter after Exit JUL, AUG, SEP			2 nd Quarter after Exit OCT, NOV, DEC		
3 rd Quarter after Exit JAN, FEB, MAR			Until One Year after Exit APR, MAY, JUN			JUL	AUG	SEP	OCT	NOV	DEC

SPR

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4. PERCENT IN TRAINING

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The percentage of active participants in a report period placed in training

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4. PERCENT IN TRAINING

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Training includes:

- Skill Upgrading
- Entrepreneurial Training
- Occupational Skills Training
- Registered Apprenticeship

Work experience is NOT considered training

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5. EMPLOYABILITY ENHANCEMENT / TRAINING COMPLETION RATE

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The percentage of exiters receiving at least one of the following five enhancements:

- completed training
- returned to school full-time
- completed major level of education
- completed worksite training objective
- attained basic/occupational skills proficiency

Measured during the program

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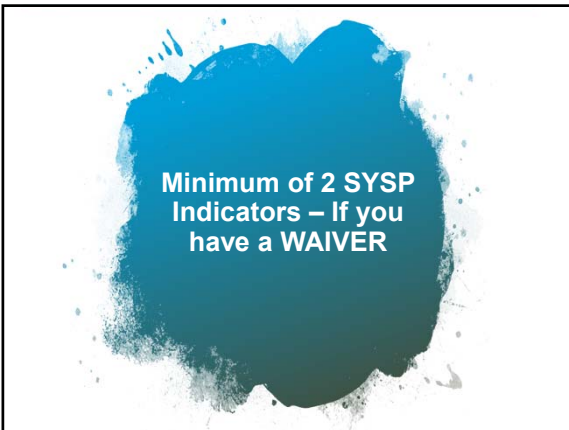
SCENARIO ACTIVITY

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JAN	FEB	MAR	Enroll: APR in H.S.	MAY	JUN	JUL	AUG	SEP	OCT	EXIT NOV	DEC
JAN	FEB	MAR	Diploma APR	Job MAY	JUN	JUL	AUG	No Job SEP	OCT	NOV	DEC
Job SEP	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC

SPR

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1. ENTERED UNSUBSIDIZED EMPLOYMENT (INCLUDING MILITARY)

The percentage of exiters in the report period that entered non-WIOA funded employment, including entry into the armed forces, self-employment or employment with the WIOA Program.

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2. COMPLETED INTERNSHIP OR WORK EXPERIENCE

The percentage of active participants in the report period that, during the course of participation, completed a work internship or successfully completed work experience (i.e. short term subsidized employment).

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3. COMPLETED CAREER ASSESSMENT OR WORK READINESS TRAINING

The percentage of active participants in the report period that, during the course of participation, completed a formal career assessment of occupational interests, values, skills, or aptitudes, leading to an identification of careers for which the participant may be suited or had a measurable increase in work readiness skills including the world of work awareness, labor market knowledge, occupational information, career planning and job search techniques such as; resume writing, interview preparation, completing job applications and writing follow-up letters.

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4. ATTAINED HIGH SCHOOL DIPLOMA OR GED

The percentage of participants who, at any point while participating in the program or upon exit from the program, attained a state recognized high school diploma or General Education Diploma (GED).

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5. COMPLETED OCCUPATIONAL SKILLS TRAINING


The percentage of active participants in the report period that, during the course of participation, completed occupational skills training include vocational education and on-the-job training.

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6. COMPLETED SUMMER EMPLOYMENT


The percentage of active participants in the report period that, during the course of participation, successfully completed summer employment with an employer.



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HOW OUTCOMES ARE MEASURED


- UI Wage Matching AND Grantee Data
 - UI Wage Matching
 - Grantees submit SSNs of participants in the SPIR each quarter
 - DOL matches against Unemployment Insurance (UI) wage files, containing a record of (nearly) everyone employed in the U.S.
 - Supplemental Data Provided by Grantees
 - Also as part of the SPIR, grantees indicate which participants are employed according to the grantee's own records



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HOW OUTCOMES ARE MEASURED


- Result?
 - **Both sources** are used for 2nd and 4th Quarter Employment
 - **UI Data** to be used for measuring *Median Earnings*, If **supplemental** used for 2nd quarter Employment, then it must also be used for Earnings.
 - Use of UI data implies a lag of 5 quarters before outcomes are measured for a person who exits
 - Three quarters due to the measurement quarters
 - UI data are available with an additional 2-quarter lag



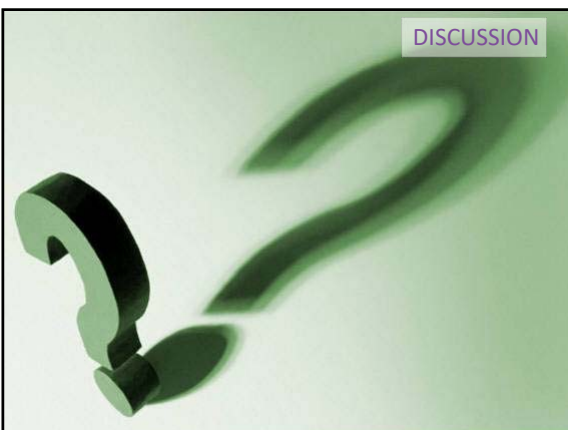
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OBSERVATIONS

- For program management, it is harder to time exits to maximize success on Employment measure
- Measuring as far out as one year after exit is more of a challenge
- Measuring skill gains will take additional program processes
- Think about budget allocation for follow-up services; beyond merely contacting people for employment and education status



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