**WorkforceGPS**

**Transcript of Webinar**

**National Farmworker Jobs Program (NFJP) Grantee Reporting**

**Thursday, September 8, 2016**

*Transcript by*

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LAURA CASERTANO: Hello again. Welcome to today's "National Farmworker Jobs Program, Grantee Reporting" webinar.

And now I'm going to turn things over to your moderator today, Laura Ibanez, who is the unit chief of the Employment and Training Administration for the U.S. Department of Labor. Laura?

LAURA IBANEZ: Thank you, Laura, for that introduction. Hi, everyone. This is Laura Ibanez from ETA. I'm really glad that you've all joined us today. I'm excited to share that for today's presentation we have Andrew Wiegand, vice president, research and business development.

So as you know, Andrew works with Social Policy Research Associates, has been working with NFJP grantees for the past 19 years, so I'm just so grateful that you're on the phone with us today, Andrew, and I know that we're in good hands. As we talk about the reporting requirements it's really great to have your expertise with us.

So today what we're going to focus on is the grantee reporting requirements overview. We want to give you a sense of what was needed under WIA and what's now going to be needed under WIOA so you can see a comparison and know what you're expected to report by November. This is for program year 2016, and what we're really going to focus on is on the quarterly reports that need to be submitted, not so much the annual reports at this point.

The second point that we're going to discuss is the quarterly narrative progress report. This is new for NFJP, so we're going to walk you through the different sections of the report template so you can get a sense of what to expect.

The third thing that we have on our agenda is to go through the 9130 form. What I'm really going to be pointing you to is where you can find the references in the webinar PowerPoint that was presented in August. I see that we have a good – seems like about 50 percent of you were able to join that webinar, so that's great news. For the other half of you that weren't able to join, you'll be able to find the presentation materials on WorkforceGPS.

And then we're going to have Andrew talk through workforce integrative performance system. It's no longer WIASPR – this is, again, for the new grantees that were awarded for program year 2016; it's going to be workforce integrative performance system, which is often now – of course we make acronyms all the time that we get an opportunity – so we refer to this as WIPS.

And then lastly we're going to give you an update of where we landed for performance negotiation, and then we'll walk through some net steps of what to expect for the next month. So let me continue.

So if you haven't already, if you could take a moment to answer the polling question of how many of you participated on the overview of ETA-9130 financial report and instructions webinar on August 10th.

So it seems about 45 percent of you responding yes, of course; and 59 (sic) percent of you are saying no, so that's great. So if you missed it, again, we're going to let you know where you can find this information because there's a lot of great information and what some of the changes were, although even though the changes for NFJP were really minor, but just to give you a heads-up of what's going to be a difference. So let's continue.

So as you know, for reporting requirements there's so many different reasons of why we ask you to report. One of the most important reasons is to report successes, because we know especially with our NFJP grantees everyone is working so hard to deliver results and to see positive outcomes that we want to share all this hard work that you're doing and report the successes that we do have for NFJP with Congress, the administration, OMB, and the Government Accountability Office – GAO.

We also want to demonstrate grant outcomes to partners to help and maintain and build additional strategic partnerships and leverage resources, so this is a really great source of information that you can use to help maintain and build relationships that you have or are interested in having. So if you can show this is what we can do with NFJP, these are the positive results that we deliver, this will help you either groom someone that you would like to partner with or just help maintain a partnership that's important for you to keep.

As you know, our NFJP services need to be comprehensive. It's not – all the NFJP grantees do so much already, there are so many different needs that our customers and participants have. So the strategic partnerships are really key to making sure that we do meet all the needs of our individuals who come through the program.

The third point is that there's always room to improve the program, and so that's why it's really important for us to see how are we doing, where can we do better in order to make sure that we can really meet the needs of the communities that we serve.

So on this slide, this is the chart that gives you a really good overview of what we previously reported under WIA. Then the third column says "New WIOA reporting requirements." And then the fourth column gives you a sense of who to report to.

So if you notice, what we're going to focus on today, as I mentioned earlier, is the quarterly reporting process, quarterly reporting requirements. So if you look at the column under new WIOA reporting requirements there's three items that are highlighted. The first one is the quarterly narrative progress report. The second one is the workforce integrative performance system – which I think a lot of you have seen the ETA form 9172, which we often refer to as PIRL. And then the third item is the revised ETA form 9130-J.

I'm going to walk us through those charts so we can get a good sense of what to expect moving forward. And again, I just want to make it clear because I know that there are grantees who have had questions about – what do we do about the folks that still haven't exited from the previous grant year, and we have answered that question. For this focus we're really looking at for grants that were awarded July 1st. So for the first reporting period – which I believe the deadline is November 14, 2016 – we're focusing on the new grants that have just recently been awarded.

So under WIA we had ETA form 9094, the program planning summary; and ETA form 9095, the program status summary; and ETA form 9164, housing assistance summary. We've used these forms for quite some time, and so I know that grantees have reached out to us and said, well, when do you want my program planning summary? We've kind of just asked people to hold on for a minute because we wanted to give this guidance.

So moving forward we're not going to be using 9094, 9095, or 9164. This information's going to be captured either in the quarterly narrative progress report or in PIRL, which is the new system – workforce integrative performance system.

And then the next column below says WIASPR – SPRA, and that's where you would report your information to SPR, so they would submit the data so that it would be available in WIASPR. What we're now going to be using for the new grants is the workforce integrative performance system – DOL only, ETA form 9172. Remember, there's another form out there that's joint, and that's for essentially Department of Ed and Department of Labor, but we're asking you to focus on ETA form 9172.

This information – and this is new – we're going to ask that you report your information into WIPS to ETA. However, Andrew's going to go through and give you some really detailed information about what's expected and also what TA is available – what sort of technical assistance is available to make sure that you get your data in in a complete form.

So for ETA's form 9093, the budget information summary, this form has been discontinued. It's not going to be needed moving forward. But we will be using the revised ETA form 9130-J, which is something that you're going to be submitting to – as you have in the past – ETAreports.doleta.gov.

And something – just going back to the top – the quarterly narrative progress report that we're going to ask you to send to us, we'd like you to share that with your FPO and then copy NFJP@dol.gov so that we both have a record of it.

So I believe that gives you a good sense that moving forward there's these three items. We have the quarterly narrative progress report, we have the workforce integrative performance system, and then we have the revised ETA form 9130. Those three items are what fall under the quarterly reporting requirements.

And then for the bottom part of the chart is the annual reporting requirements. For this it's going to continue to be the revised program plans, the data validation information, and SF-424 and 424A. That will remain the same until further guidance is provided.

So out of the three items we're going to start with the quarterly narrative progress report. In this progress report template there's nine sections. Because this is still going through clearance it's going to be – we're going to reach out to you and ask you to complete this for the first quarter of program year 2016. We're going to let you know this is a suggested template; it's not yet OMB-approved, but this is what we'd like you to complete until it goes through its 60-day public comment period.

So if you look at these nine sections, I'm going to walk through each of them. Each section's going to have its own slide. The thing that I want to point out is it's due 45 days after the end of each quarter. So for the first report, it would be due November 14th. Again, just like we did with the performance negotiation webinar, we will follow up with an email to provide you a little bit more detailed guidance of what's expected, so this is really just an opportunity to introduce you to the template at this point.

So for section one it's the contact information. It's pretty straightforward. It asks for your grant number, your grant recipient name, grant period of performance, and point of contact.

Then for section two this is where we're going to ask you to give us an update that can include additional information about service and training activities and outcomes to supplement the data supplemented on the quarterly performance report. Information that you're reporting into WIPS – or the workforce integrative performance system – since that really focuses on the quantitative, the number piece of the data, what we're asking is tell us a story behind those numbers.

The summary, or grant progress section, section two, is a really good opportunity to give us an overview, give us the story; at-a-glance, just tell us more about those numbers. Grantees that are providing supportive services and specialized participant services in accordance with the funding opportunity under which the grant was awarded should include descriptions of the type of services that are offered, how they were delivered, how they contributed to participants' ability to fully participant, and grant-funded activities.

So this is new information, and we really wanted to create a way that we were going to be able to tell the story behind NFJP when information was requested from us.

And something that I do want to say is that this is a template that's going to be completed not only by NFJP but also by H-1B grant programs and national dislocated worker grant, re-entry employment opportunities, senior community service employment programs, and YouthBuild grantees. So we're really encouraging all the non-core programs to use this same template. This way, it's going to allow us to streamline the information that we receive across these different programs. So let me continue.

So with the third section – which is the progress of grant timeline – this is where we're going to ask that you provide any updates for the progress of ETA-approved grant timeline work plan, including program activities, key deliverables for the quarter, and future quarters. This is probably a good area of where you're going to share with us what you plan to do and how it is actually resulting – what are the actual results; so any plan progress and then what are the actual results.

And any products that you mention or any work that you said that you were going to do, this is where we're going to ask for details. So this timeline that you include can include project goals, benchmarks, milestones, special events, important deadlines, and deliverables. So most of you – and I believe all of you at this point – your statement of work or your project narrative that you submitted in order to get awarded has all this information.

So we really want to follow that – what you submit, what you say you're going to do, and how you're doing it and how's it coming along. And if it's not working out, then what are some areas of TA that we can provide to make sure that you do reach your goals. So let's see.

The next section is development and implementation of effective practices and program model strategies. This is section four of the report template. This is where we ask that you describe your program model, how it's working towards – how it's realized its program's intended purpose. Some samples may include developing and implementing an outreach campaign; designing education and training programs; identifying industry sectors; engaging employers; aligning policies and programs; and measuring systems change and performance. Also, developing new and enhancing and assisting curriculum or industry training or creating new career assistance tools and resources.

And we are really looking forward to reading this information and receiving this information from you because it's going to help us on so many levels. On one level it's going to help us identify what are the great models that are out there that we can highlight for other grantees and maybe invite to a monthly webinar or to help host a monthly webinar with us.

It's also going to allow us to share what are some positive stories or any success stories that we have with other non-core programs so that we can say, hey, this is how NFJP's doing it. We often get questions about, do you know any great grantees that have a strong outreach campaign plan, or recruitment plan? And sometimes unfortunately, as you know, I don't have – as much as I would like to just call you directly, it's not always easy to get this information from you.

So this is just a really good vehicle for you to communicate this information to us so that we can have it at our fingertips. And if we need to have a further conversation, then we can help set that conversation up. Of course, kind of making fun of myself but I'm not – but of course, going through your FPO to make sure that they stay in the loop because it's really important that we're all on the same page and that we're sharing this information.

So for section five that's where we're going to ask you include a status update on match and/or leveraged resources. We ask that you identify any funding needs and sources and report the cumulative amount of any match or leveraged resources provided by the grantee and partners along with expenditures each quarter. Keep in mind that this information has to match what you report on your 9130, yet this is just going to give you an opportunity to say more about those numbers.

It's also going to create a great opportunity for us to identify any federal partners that we need to work closely with to see – so that we can show others, you know, this is what NFJP is bringing to the puzzle but we realize that we can't do this work alone. For example, it's my understanding that migrant education also plays a strong role in supporting some of the participants who are either in NFJP or maybe not in NFJP but maybe through some of your other services that you provide through your organization.

It's really important that we communicate any leveraged resources, and this can take the form of cash or in-kind donations. Just that we're aware of what kind of resources are supporting the work that we do to help us reach our goal.

So for the following section – and this is section six – this is the status update on strategic partnerships. This section can include how partners have been engaged in a current phase of the project. We also ask that you outline specific roles and contributions of each partner during this quarter. The third piece of this is that we ask that you please identify any challenges encountered, resolved in the development and management of the partnership. And the fourth is just to report new partners that may have been brought into the project.

And of course, one of the partners that we're really looking forward to hearing more about is how you're partnering with the state monitor advocates. Of course we know there's other partners out there, not just the state monitor advocates, especially if you're thinking about co-enrollment, how you're partnering with WIOA youth-funded programs or anything outside of WIOA as well is what we're interested in hearing about.

So for section seven this is the key issues and technical assistance needed section. We ask that you summarize any significant opportunities, issues, or challenges encountered during the quarter and any resolution of issues and challenges identified in previous quarters; that you please describe any actions taken or plans for addressing issues and any questions you have for ETA and any technical assistance needs.

And so I remember the reports that we used to read, especially as they were coming through – (inaudible) – spreadsheet, and it was always just like maybe a line or just a few words. It didn't give you a lot of space to communicate what some of those needs were. So although you communicate with our partners – AFOP – and you also communicate with our FPOs, we really want to get this information in the reports that we can see from the national level what is happening across the country, and so that we can see also if there are any trends or if there's anything specifically we need to do.

One thing about this as we were developing this joint template with other non-core programs – something that our folks here at ETA and NFJP specifically – we really wanted to communicate that. Please tell us all this information, as much as you can. Of course, if areas do not apply, we're also interested if it doesn't apply to us – but we encourage you to help us tell that story and help us fill in the gaps and to provide this narrative report so that we could have a full understanding of where are we doing really great and where we need more support.

And in order to make sure that that happens we actually, as we mentioned – I think it was our first webinar – we talked about how we have contract support through – (inaudible) – to make sure that they're helping us read through this and providing a summary of what's happening across all the grantees. So we are going to be getting full reports based on what you submit. So please know we're not just asking for this information because it's a requirement. We're definitely committed to – and it's our obligation – to read all this information and make sure that we're responsive as much as possible. And that once these summaries are developed we're planning to share this information with the rest of our team so they can have this as well to make sure that we're all on the same page.

So for section eight – we're almost through – section eight is the significant activities, accomplishments, and success stories. This section is intended to provide additional more in-depth information than the summary. We often – there's been a few times where I've said, "Just give me a success story. I have a meeting." It's the end of the week and I'd reached out to CADA, AFOP, or I'd reach out to maybe one of the FPOs – and I think having this information at our fingertips is going to be really helpful.

And also again, not only do we want to house this information for ourselves, we want to share it with others, especially other non-core programs that are using the same template. And again, going back to that slide that mentioned what kind of stories can you share with Congress and GAO and OMB. These stories are going to really help put faces and names to the great stories that are happening out there. So if you have something to share, this would be a great place to put that information.

And then section nine is basically a section that lets you provide any other grant-specific information considered to be important and not captured in other sections of the quarterly narrative report. This is including but not limited to any specific outcomes. For example, if there's other performance indicators that are aside from what we're asking for under WIOA common measures – like this is great information, you're tracking it and you want to share it with us – this is great.

Also, when we developed the template I think we thought we're being as comprehensive as possible; yet I'm sure from your perspective as grantees you may say, well, wait a second, they also need to know X, Y, and Z. So this is where we ask you to please share that additional information with us so that we make sure that we're also hearing from you what you think is important in this report.

So just again, wanted to introduce you to the new quarterly progress report. It has nine sections in it. The first one's going to be due November 14th, and we're going to, again, follow up – as we did with the performance negotiation webinar – with an email and detail specific guidance of what to keep in mind. We realize that this is new for all of us, so there's going to be lots of questions. Of course, the FPOs are available if you have any questions, but I trust that we'll get to a space where we definitely have really strong quarterly narrative reports that are complete and really do capture the full story.

So the second piece of the quarterly reporting requirements is the revised ETA form 9130. Again, as I'm talking through here I just want to encourage everyone to please submit your questions if you have any because we will at the end, if there's an opportunity, we will try to respond if we have answers to any of them at this point. If we don't then we'll just keep it in mind as we develop future webinars, presentations for additional guidance that needs to be provided.

So going back to the revised ETA form 9130, this was a presentation that was available in August. It seems that half of you were able to join, so I'm really excited about that. For those of you who weren't able to join and you're just interested in seeing what was presented, once this is archived – I don't think it'll work right now – but once it's archived you can click on this "overview of the revised ETA form 9130 financial reports and instructions," and that will take you to WorkforceGPS and you'll find the PowerPoint presentation that was provided in August and also find additional information such as TEGL 2-16; the summary handouts.

And then if you go to the third bullet here and you're interested in seeing the form if you haven't already, if you click on the ETA form 9130-J, that's the form for NFJP. That will take you to our website – the Department of Labor website – and you can get a good sense. Based on what information was presented in August, there's a handout that summarizes all the changes that did happen.

And for NFJP, 9130-J, it seems like the two minor changes at this point – or two changes that were made – were the indirect cost expenditures and supportive services expenditures. So if you have any questions about that please let your FPO know so that we can provide the TA before it's due and make sure that we're answering your questions if you have any.

So I believe I walked you through the quarterly narrative report. We just covered where you can find the 9130 information. So at this point I'm going to hand it over to Andrew, who's going to walk you through the PIRL and the workforce integrative performance system. So Andrew, you're ready. I just moved it to the next slide.

(Cross talk.)

ANDREW WIEGAND: Good morning/afternoon, everyone. As Laura said, I'm going to try to walk us through the PIRL specification. Hopefully you can't hear the fact that as soon as I start talking an ambulance decided to drive by our office, but that'll be just fleeting, hopefully.

So PIRL – the participant information record layout under WIOA. I think most or perhaps all of you have seen it, know of it, and probably have grown to love it by now. If you have had a chance to look at it, you'll know that PIRL contains almost 500 individual data elements, which is a pretty good number. Fortunately the ones that are required for the NFJP are much fewer. There's only 224 data elements that are required to be captured by the NFJP grantees.

In looking at those elements, you'll see – or after a while you'll come to know – that basically all but six of the current WIASPR elements are in the PIRL. So those of you who are really familiar with it know that the WIASPR has 94 separate fields, so all but six of those are in the PIRL, and then the PIRL adds just a few – well, not about, exactly – 141 new data elements to be captured. So it's a good bit of new data collection. I think thinking of it as a wonderful new opportunity is the best way to think about it. You'll get to learn a lot more about your folks that you're serving, so hopefully that's a good thing.

Keep in mind when you're looking at the PIRL, as Laura said, there's two different versions of it and you want to be making sure that you're looking at version 9172. The other version, I believe it's 9170 and it's a good bit shorter, but for your reporting under NFJP we've got the longer version or the long-form version, the 9172. So in looking at it, make sure it's the one that has almost 500 elements in it.

We've developed a crosswalk between the WIASPR and the PIRL items that we can share. We're happy to share that with you. I've shared it with some grantees already. So if you think that would be of value as you're trying to revise your reporting and data structures we're happy to do that.

I'm also planning on putting together – in addition to just the basic crosswalk – planning on putting together what the default values would be for each of the fields. I haven't been able to do that yet but I hope to have that done within a matter of just a few days. But we do have that crosswalk if it would be helpful to anyone.

Note that you're going to be reporting using the PIRL for any individual exiting after June 30, 2016. So anybody exiting at least by June 30, 2016, is subject to WIASPR reporting, which you've been doing for quite some time. But anybody exiting after June 30, 2016 will get reported under the PIRL.

A special note there. There are some folks who enrolled before June 30th but won't have exited by June 30th. Those folks are going to be reported under the PIRL but we've got some guidance on that. You won't have to complete all of the additional PIRL data elements – all those 141 new data elements – for those folks. In other words, you don't have to go back and try to collect new information from them that otherwise you'd be collecting at intake. So those carryover folks will be treated a little bit differently in the PIRL record.

How is this even going to work? Grantees, each of you should compile a comma-delimited file – a CSV file – using the required PIRL data elements in numerical order. So in other words, you'll see in the PIRL that every data item in there has its own data element number. It starts at 100 and moves up from there. You'll report just using the elements that are required for NFJP in numerical order.

So data element 100, 101, 2, 3, 4 are all required for NFJP, but then it will skip and the next required element is element 200. So your file will have elements 100, 101, 102, 103, 104, and the next element in line will be element 200. You'll just produce the file in numerical data element order like that.

The file is going to be uploaded to ETA's workforce integrative performance system – as Laura mentioned, the WIPS. I'm not going to make any sort of comment on the fact that we went from a nice, gentle, pleasing acronym like WIASPR to something like WIPS. It has no implication for how cool this reporting will be, I'm sure. It just happens to be an appropriate acronym in here.

That system is currently being finalized. According to the folks that are putting the system together, it's going to be available for upload on a continuous basis once it is finalized. I know in some past reporting systems they've only been available either the day of the reports are due or a couple days before, and sometimes there's problems with traffic flow getting in and out of the system because of heavy use. This system should be available for upload on a continuous basis, so as soon as the quarter's ended and you have complete information you could upload and you don't have to wait for 45 days. But the reports are due within 45 days of the end of the quarter.

One thing that we've just worked out or agreed upon or figured out is that you as NFJP grantees we're going to work to give you the option to submit a file to us at SPR in advance of the reporting deadline for some edit checking and technical assistance if needed. Especially I think this could be useful in the first one, two, three – several quarters worth of submissions to the WIPS.

I know in switching from JTPA to WIA reporting a good number of grantees had some challenges with that and the data quality was a little sketchy for a while as you were trying to make sure the systems were in place. So what we're planning on doing at SPR is developing our own edit check program. You can submit to us in advance. You don't have to; we're not saying you have to report to multiple places, so don't feel like it's adding burden. You should just use this if you feel like it would be useful to you to submit to us in advance of the reporting deadline.

We'll do an edit check, provide some summary reports, and give you information back, identify where there's potential areas of concern or data quality issues, and then you can clean the data or correct any errors before you end up submitting into the WIPS. We don't have that ready yet in part because the WIPS is still being developed and I think it's still being finalized. But our plan is to finalize our system by mid-October, maybe October 21st at the latest. At that point you'd be able to submit to us and that would still be a few weeks before you'd have to finalize data within the WIPS. So hopefully by then we'll have a chance to test things out for ourselves in the WIPS and make sure that our edit check system aligns exactly with theirs, and then you can use us as kind of a pre-screen if you would like to.

So how's the reporting going to work? Each of the grantees is going to receive a username and a password. I've been told that this will happen sometime after October 1st. As I said, the system's still in development, still being finalized. But that username and password will be used to access the WIPS system.

As I mentioned, you'll have the option to submit to SBR a test file on here. It should be no later than October 24th. I've committed to having our system in place at least by October 21st. If we get it up sooner than that and ready we'll just send an email out to you and let you know that it's ready for checking, but it will be ready at least by then.

And if you do submit to us under that optional option (sic) – that's an interesting phrase – what we'll do is we'll provide feedback to you on that, give you edit checks anywhere that we see that there are errors, and we can work with you and provide technical assistance over the phone or via email or whatever to make sure that you have everything you need in order to submit to the WIPS and have the data as clean as it possibly can be.

Files uploaded to WIPS will be checked for errors in two stages. This is what I've been told; again, the system's in development so we'll have to see exactly how this plays out. But there'll be an initial check which will assess whether values in each field are valid and whether there are any duplicate records.

So let's take a field like gender, which I think now has three values; male, female, or did not specify. If you put in a number of 27 in that field, this initial check would say that's not a valid answer here; you need to correct that. Just a basic check on whether the values in each and every field are valid for those fields. And then it'll also identify whether there are duplicate records.

As a result of that check you'll get an email back which will alert you to any errors. Again, I've been told that this should let you know which record has the errors so you can go directly to it, but the system is in development so we'll have to see. When you submit to us, if you do that optionally, we certainly will identify the specific record where there's an error and alert you to why it's an error. But within the WIPS you'll get an email back to you that alerts you to any errors or says that you don't have any errors in those fields.

Then a second check will look for logical validations; relationships between elements. Here it's things like are you reporting on employment in quarters after exit but there's no exit date. It will look to say you shouldn't be reporting on things that happened after exit if there hasn't even been an exit yet.

So once the checks are complete and it seems like your data are in good shape, then you'll be asked to certify your data. I'm not sure exactly how this will look. There may be a button that you press to say I'd like to certify this, and that's essentially finalizing the data for that quarter. That's what has to happen within 45 days of the end of the quarter. So you have options even within WIPS to check the data and get feedback. I don't know if you'll have unlimited amounts of checks or if there's a certain number of times. That's to be determined. But there'll be a point where you have to certify the data and that's essentially submitting it and declaring it as complete for that quarter.

What will you get back in return? As I mentioned, if you send data to us as an option, we're going to develop edit check reports that are similar to the ones we currently provide to you for the WIASPR, and we'll also provide summaries of the data that will be something similar to the quarterly report that we give you now. Basically, just trying to identify what we see in the data and summarize what it looks like so you can check it against your own records.

If we show that you're serving 100 percent migrant farmworkers and you know that you serve primarily seasonal farmworkers, then you can take a look at that and say, well, obviously something's wrong here because this doesn't fit the population that we know we're serving. So we'll give you some information, summaries that will help you with that, and also the edit check report that will identify specific errors.

Again, after you initially upload data to the WIPS you'll get an email that identifies errors in the valid values, or you'll get an email saying there's nothing wrong and we don't find any errors in these. Once the data are certified and you press the button – or whatever it is you need to do to formally say yes, I certify these, we want to submit these data, you'll get a summary from the WIPS system of the data in the format of the QPR.

If you've had a chance to see that, that has a summary of some of the basic demographic characteristics and things like that. It's not quite as detailed as the quarterly report that you get now, but you will get that quarterly summary from the WIPS system. I've been told that there are additional reports and summaries that might be developed down the road, but they're definitely not going to be in place for the November 2016 submission. So for this first submission that's coming up in a couple of months you'll just get that quarterly report in the form of the QPR from the WIPS system.

This chart – who's included in reporting – is similar to what we've developed in the past, where it identifies which quarters should be included and which quarters get counted. The main reason I put this up for today is just to show you that if you look at the very top line you'll see that right away there's going to be some things are available, because now within the WIPS you're going to be reporting participants in addition to exiters. You've been used to just reporting on exiters, at least within the WIASPR, in the past; but within the WIPS you'll be reporting on participants in addition to exiters.

So you will within this first quarter already know that there are people that are being served and receiving services, so those folks will show up in this first quarter report. If you go down a few rows you'll see a line that says number exited, and below that, all of the performance measures. You'll see that basically all of those data won't be available in this first submission. That's because WIOA has carried over the 90-day lag time for exiting folks that we had under WIA.

So by the time you need to report for the first quarter you won't yet know who has exited in that first quarter because you're still waiting the 90 days to determine that. So we would expect that in this very first report we'll see some participants being reported on but there'll be nobody in the PIRL report or the WIPS report that has exited yet, and we certainly won't be able to calculate any sort of employment rates or any of the performance measures, with the possible exception of measurable skills gains, because that's something that you can measure while people are in the program.

It doesn't depend on waiting until a period after the exit date. So this slide is really intended to show you that early on we're going to expect to see information on participants – people still in the program or at least who have not formally been exited; and only down the road will we start seeing information on exiters, and then way down the road will we start seeing information on employment rates and retention and those sorts of things.

I mentioned earlier that the key to who goes in which reports is the exit date. So anybody who exits at least by June 30, 2016 is going to be in the WIASPR reports, and you report on them in the same way that you have for the past many years. I know all of you have grown to love it and it's probably the highlight of each quarter. You get to report to us and have wonderful experiences doing that. You'll still be able to do that for a few more quarters because some folks may have exited as late as June 30th, and to follow up with all of them we'll need to extend out the reporting period.

So the WIASPR reporting will continue. You'll send a report in November but in the WIASPR format; then again in February and again in May. And by the May 15th submission you'll have had sufficient number of quarters to follow up with everybody who exited by June 30, 2016. Simultaneous to the WIASPR reporting you'll start reporting under the PIRL for anybody who exited after June 30, 2016. So your first PIRL report is officially due by November 14th, 2016. Again, that will have participants in it but probably no exiters.

You'll continue reporting under the PIRL going forward, so each quarter – February 14, May 15 – and then August 14, a little less than a year from now, will be the first time when you report solely using the PIRL or into the WIPS system rather than report using the WIASPR; because at that point everybody that's exited by June 30, 2016 will have been followed up and we'll know everything we need to know about them. And so going forward at that point you'll just report using PIRL or the WIPS system.

I mentioned that there's 141 new data elements. That's a lot, and I think everyone understands that this will be a challenge for you. It may be even more challenging because things are still being finished and developed, and so you've got to kind of fly the plane while we're still building it. But I think there's areas that you can focus on that will help you to make sure you're getting as far along as you can and making sure you're collecting everything you need to collect as we go forward.

Right now I'd really focus on making sure that you have all the data elements in place that implicate performance, and I list some of them here, PIRL elements 1600 to 1606. Those are the employment after exit fields. 1703 to 1706, that gives you the wages after exit. And then you see the measures for the credential and for measurable skill gains. Those fields really need to be in place because those are going to be the fields that define your performance measures.

It's the same under WIOA as it was under WIA. The reporting helps to drive the performance measure calculations, and obviously you're evaluated on your performance for the program, and so you want to make sure you've got those fields down pat. So make sure you're paying close attention to those fields especially and getting those in place. You won't be capturing them for some time because again, with the exception of the measurable skills gain, there's some lag period. But you want to make sure that you've got a system in place to be able to have them appropriately defined.

The next thing I'd sure is be double-sure – I don't know if that's a term but we'll use it anyway – that you capture your exit dates accurately and on time. As I mentioned, the exit dates are the things – that's going to determine which reporting system you use. If someone exited as June 30th, then they're going to be reported on under the old system within the WIASPR. Anyone exiting after that goes into the PIRL. So make sure you capture those as accurately as possible and as timely as you possibly can.

You need to be starting to add the new data elements into your data collection, especially for those enrolling after June 30, 2016. So the 141 new data elements, start going those in place, start working with your staff to be trying to collect as much of that information as possible.

Much of the new information – many of the new data elements are things that get collected after people are enrolled. There's not – the majority of the new data elements are kind of post-enrollment data collection. So at least a minority of the 141 data elements that are new are not demographic or things that you collect exactly at entry. But make sure you're focusing on the ones that you do have to collect at entry, so that as people come into your program now you're getting that information and collecting it as best you can.

And I highly recommend that you set up in your data extract or your report or your system to include default values for the new fields, especially the ones that you have to add. Because at the very least, what you want to be able to do by November 14th is report something for those new fields. And if you have at least a default value in there you won't get counted as having an error.

You can always overwrite that. As folks come in and they tell you – again, let's say for gender. If you specify for gender the default value of "9", which is "did not specify," then when someone comes in they can tell you if they're male or female or if they refuse to specify. But when they tell you male or female you can overwrite that default value. But by having that in there for that and every other field, at least when you create a data extract it will be one that has valid values in each of those fields.

So I recommend you set up the system to include those default values. And again, I'm going to be working on that and I should by sometime early to mid-next week have a document that identifies appropriate default values for every field; that if you build those in you at least won't get counted as having an error in that field. Even if it's not exactly accurate you can, over time, update those default values with the accurate and complete data.

So with that being said I'll stop for now, turn it back over to Laura just for a little bit, and I'll spend some time looking at – because I think there are plenty of questions that have been asked, so I'll try to look through those. And just rest assured that although I am completely unable to multitask and answer questions while I'm talking, that we will get to all these questions and we'll try to get an answer for you for everything before the end of the webinar. And if we can't do it all by the end of the webinar then I'll just follow up individually with you afterwards to make sure you get satisfactory answers.

So Laura, I'll turn it back over to you.

MS. IBANEZ: Great. Thank you, Andrew.

So we wanted to take an opportunity to give you – I know we said this about a month ago and yet after, now that we just finished the negotiation process for performance targets – you know, I'm glad we all met our deadline, so thank you to all of you who (worked ?) really hard to speak with your staff, to think about the impact that this would have on you.

And then there was a couple of you that actually set up conversations with us. And it was in some of those conversations that I really learned how hard this process was for these grantees to actually think about, like, wait a second; do we really want to do this? Because we're such a high-performing grantee, like we've never, ever had such target levels in the past.

And so we just wanted to take an opportunity to let you know, again, what were all the leading factors that played into this decision. So I was just going to walk through this slide to give you some of the information, and also Andrew's going to add to this, and just anything that I'm missing, Andrew, just please let me know.

So as we're moving forward – (inaudible) – we're constantly thinking about how can we work together to continuously improve. We proposed using a single nationwide performance target for each measure as a starting point to negotiate the performance targets. There was four main points that came up for us as we were having this conversation about why we wanted to do this; again, knowing that our NFJP grantees have always been high-performing, have always met performance targets and delivered results. And you know, we're very proud and excited to be working with such a committed group of individuals.

But aside from just performance data it's important that we also look at what are some other leading factors. So for the first point, it stresses we really wanted to optimize WIOA's intent to continuously improve programs to meet the needs of participants and communities we serve. And we asked ourselves, what does that exactly mean? Does that mean we set higher goals or higher performance target levels?

And for us I think how we're interpreting that, we felt that we needed to look at not just the performance target levels and making sure that they stay the same or that they go higher, but really keeping in mind what data do we have available, is one of the factors that played into this decision.

So we wanted to make sure that we were (exerting ?) focus on making data-informed decisions, just as we've done in the past. And so as WIOA rolls out and we have new common measures that we're working under, there is a difference. First, you transfer into adopting these new measures and using previous performance data under what you used for WIA common measures. It didn't quite make sense to use your old performance target levels with the new measures, and so we really used what was available at this time.

And so to arrive to the figures that we proposed, we used a weighted average of state predicted outcomes in the adult program and youth program, and we based it on the new regression model that was developed for WIOA. And if you're interested in seeing more information you can see this in TEGL 26-15. It's one of the resources that's available on the last slide at the end of this presentation so you can see where the link if you haven't already.

So in other words, every state has a predicted outcome. Again, we just wanted to use the weighted average of those predicted outcomes to develop a national estimate for each of the outcome measures. This was then adopted to develop the performance targets for 2016.

Again, yes, another concern we heard about – and I do appreciate hearing, (just can it be back ?) and what's going through your mind as you're making this decision, so thank you for sharing this information with us. I think it was not only what is this going to look on us as individual grantees, but how is this going to make us look from someone standing on the outside, for example, like Congress, and how is it going to make the overall program appear to be?

So what we wanted to make sure is that, yes, of course, we want us to shine and continue to show and demonstrate that we're a high-performing grantee program, and we trust that we will do that. But we also wanted to keep in mind that there are other factors in play. And so given the opportunity that WIOA presents and making sure that we're continuously improving our programs to meet those individuals with multiple barriers, we also wanted to keep in mind that there's partners that you have, such as employers and training providers.

There's also program and administrative staff and what their needs are. There's the individuals – the migrant seasonal farmworkers that you serve and their dependents in addition to that. So there's so many stakeholders that you keep in mind, that it's not just about what's the end number that you reach to.

I know Andrew will say more about this but we wanted to keep in mind all these different factors. And through the conversations that we had with a few grantees, we really have learned there's so many factors that need to play into, like, as far as what's going on in your community, your staff capacity, your program design, the needs that you're seeing – maybe they're unique for your community. And so we kept all that in mind as we're making sure that we're actually using data that was available.

Again, we also wanted to recognize that the new measures are more challenging to obtain, and they give grantees greater flexibility to serve those with substantial barriers and still meet targets. So again, this is just a starting point. It doesn't mean you can't go past it. It actually is going to help inform our regression model that we develop in the future. So whatever you do – whatever your performance targets do result in, that information's going to (pooled ?) together to help us develop a regression model that really does reflect the performance of our programs and keeping in mind the needs of the communities that we serve.

So those are just four points that we wanted to stress, and Andrew, do you want to add anything to this as I'm saying –

MR. WIEGAND: Well, I guess what I'd add is – I mean, from my perspective – and I'm not a grantee, so I'm sure there'll some or many out there who disagree with me – from my perspective in this I think the decision to use the single point and the way it was drawn up does a couple things.

Number one, I think it should make people extremely happy, because it makes much more reasonable the targets that are being set. The NFJP grantees have for quite a while been kind of blowing through or blowing out most of the WIA-funded programs in terms of their performance; but the downside to that is you get often stuck with expectations for continuing that exceedingly high level of performance.

And WIOA does change the game a little bit and certainly makes some of the performance measures somewhat harder to attain. So I think it's a great thing for grantees to have a little bit of the anxiety reduced or a little bit of the pressure reduced by reducing some of these targets. I think it also – that last point is a critical one.

Grantees now have greater flexibility to really serve those with substantial barriers and still meet their targets. We've talked a lot under WIA about the fact that there was virtually no incentive built into the measures to serve those who have the most challenges. And there were lots of rumors and discussion that some localities were identifying people that were really likely to succeed anyway and enrolling only those folks so that they'd make sure they made their measures.

I think by lowering the targets it gives some freedom and flexibility to grantees to really make sure that people are trying to help those who most need it and who have the most challenges to employment. I really feel like it's a great opportunity to reset a little bit, think about moving forward in the new world that is WIOA, and go forward without having such exceedingly high – some other programs might say even absurdly high performance measures.

The one other thing I would say in this is these targets that are being set, they don't represent the (feeling ?). Nothing that grantees do need to stop when you hit 69-point-whatever percent in terms of your entered employment rate. You can keep going; you can keep employing people, and I know that grantees will do that.

So just because the measures are set in line with current adult program measures, that doesn't mean for one minute that grantees have to only meet that and go no further. I expect that NFJP grantees will do much better than these measures, and there's no harm that should come from wildly exceeding these measures. So if you go out there and do as well as you've been doing and get 88 (percent), 89 (percent), 90 percent entered employment rates, no one's going to say, well, you know, they're too far above their measures. People might say that but it would sound silly if they did.

All that would do is say, boy, this program really is outpacing all the other programs on so many of these measures. I've heard some worry and anxiety about, well, are these targets too low, and put this in line with the other programs does that mean somehow that there's a renewed push to make the American Job Centers the focus of all of this and get rid of or detract from the NFJP?

All you need to do to stop any conversation like that that would happen – I certainly have heard none of it, but if there was a conversation like that, all you'd need to do is blow through these measures and outpace everyone as you've been doing for the last many, many quarters and years, and it would become clear that even though the targets are at this level you can outpace that and you can continue to outpace other programs in your performance.

MS. IBANEZ: Thank you, Andrew. And I just want to add as well, you all – (inaudible) – meet these performance targets and then there would be no harm in that as well, especially that's helping you expand your customer base and who you're serving and who gets to be a part of NFJP programs. But absolutely, so thank you for sharing that information with us.

So Andrew, do you want to continue with slide 30, the different performance targets?

MR. WIEGAND: Sure. So here we've posted these – and I'm pretty sure all the grantees have seen this by now, so I won't go through the specific numbers, but Laura described the method by which she came up with these numbers, and I mentioned that I think it's a really good thing that the targets have been reduced a little bit so that it gives some breathing room.

These measures are different from the existing WIA measures and we've talked at various conferences about those key differences. The employment rate that you're measuring now, rather than being the first quarter after exit, is the second quarter after exit. And while we don't know what that will look like under WIOA it should be somewhat different and you'd expect numbers to go down a little bit because – just by virtue of the fact that some people get jobs but can't hold onto them for a sufficient – enough time to go into the second quarter after exit.

So we need to set up to make sure that you're recording employment in the second quarter after exit and that's a focal point because that creates your employment rate. But just expect that that number should likely be a little bit lower than what you're used to, just because you're another quarter out from exit.

And the employment rate in the fourth quarter after exit, again, this expands or extends out the reporting, and we've never had to collect fourth quarter data before. Some of you have been doing it on your own but you've never had to – been required to or have reported on it. So again, it's a little bit of a brand new world.

We're not exactly sure what this number should look like but it likely will be lower than the retention rate that you're used to seeing in the past because that was measured second and third quarters after exit. This number's been set at 66 percent, which I think is a reasonable target and something that can be attained, but again, we've never reported on fourth quarter after exit data, and so we'll have to see what that looks like.

The median earnings measure I've been trying to caution everybody and I will continue to do it, and those of you who have seen me present any of the 470,000 times (sic) I've presented probably already know that I sound like a broken record on a lot of things. But here, I hope to end up sounding like a broken record only because I want to keep cautioning people. Median earnings are going to go down.

By definition, they're going to be lowered, and the earnings that we've been reporting over the past several years because we're only counting one quarter's worth of earnings. Current average earnings under WIA is measured as a two-quarter measure, second and third quarters after exit. By definition we're cutting that in half by only taking one quarter.

And it's also going to be median earnings, not average earnings, so it won't be as affected by extreme outliers – those folks who get placed in very, very well-paying jobs. So there's a couple changes to it, but it's going to be much lower than the earnings you're used to seeing, simply because it's a one-quarter measure rather than a two-quarter measure. So hopefully when we get to these median earnings – which won't occur for a year before we have actual data – no one will panic when they see that their earnings are in the 5,000s and the 6,000s rather than 11,000s and 12,000s (dollars).

And then the credential attainment. Keep in mind that you can count a credential attainment any time they're in your program or within four quarters of exit. We haven't had credential attainment as a formal measure in the program under WIA, so it's a new measure for WIOA, and I think it poses a particular challenge in that you need to follow up with folks after they exit, not just for their employment but also to identify whether or not they attained any credentials.

So you've got to develop something in your system, some mechanism for following up, to continue to check in on whether or not they've attained any credential so that you can properly report on this credential attainment. And here, I think this in my best guess is probably going to be the most challenging measure for NFJP grantees to attain the target rate of 53.2 percent, only because number one, you're not as used to measuring it, certainly not used to measuring it after exit, and it's hard to know what the appropriate value for credential attainment. So you need to really focus on making sure you've got a system in place to record that.

And then the youth measures are very similar to the adult measures. I won't go through those exactly; just keep in mind that for the placement rate – or employment rate or however you want to think about it – for youth it's not just employment that counts. They also can be placed in education or training programs, and that would count positively.

And so if you help a young person get into an educational program or further training beyond your program, that can count successfully towards your performance measures. And then you've got the same median earnings and credential attainment.

The couple performance measures that are not shown on this are the measurable skills gain – and that's something that you measure during their program participation. There's still ambiguity there on exactly what counts. Obviously certain things would count. If they've improved their reading or math skills levels that would count.

If they have gained a measurable level in some sort of vocational steps, that would count. But it hasn't been defined what all can count for this measurable skill gains. And because this is brand new and you're not used to measuring it, it's something that Laura and the folks at ETA decided not to set a formal measure for right now and we'll just see where numbers end up and we'll be able to build an expectation, a performance target from there.

And then there's the employer effectiveness measure, and that too needs some further definition and further clarity, so there's no target for that at this point until we get a little more clarity on that. For that it's even hard to know exactly what you should build into your system to try to measure it until we get some more guidance. That measure's going to be in development for several more months, I would think, before there's clear guidance and an understanding of what you have to do for those things.

With that I will turn it back to Laura and go and read some of the questions again.

MS. IBANEZ: Great. Thank you. So we have quite a few questions here and I think before we start I just wanted to share a couple of announcements.

So for the first part here – so as I mentioned, we are going to send a follow-up email to grantees to make sure that they have additional instructions to complete the quarterly narrative progress report; and there's some questions that we're getting here that will make sure that we include that information as it relates to the progress report, to make sure you have it. Please keep in mind that this report should be submitted to your FPO as well as NFJP@dol.gov, and the first one is due November 14th.

And then the second point that's mentioned here is there is a tentative date for our next monthly webinar discussion, which is on October 6. We're planning to cover collaboration and partnerships, specifically around NFJP grantees and state monitor advocates and what that's going to look like moving forward.

There's a few things that are not on this next slide that I apologize for not including. But as you know, there is a national conference that's coming up the week of September 19th, which is a couple weeks away. I unfortunately will not be able to attend this time, but I know that there's quite a few DOL staff, including Greg, Noel Castro – (inaudible) – from Region 2; and we also have Juan Regalado, our national monitor advocate, who's planning to attend.

So there'll definitely be a lot of FPOs available and DOL staff available – or NFJP staff available to answer any questions that you have. And I know, Andrew, you're planning to attend as well; right?

MR. WIEGAND: Yep. I'll be there.

MS. IBANEZ: You'll be there. OK. Great.

Another thing that I do want to share that's sort of big for us is that we have a great opportunity that's presented, so that Noel Castro, our FPO from Region 4, is going to be a partial detail with us, so he's going to be providing support for the national office as relief for NFJP. So we're really excited to have him onboard providing additional support.

And with that I'm going to move on to some of these questions here. There's quite a few and please keep them coming. If we don't get to all of them today we will keep them in mind as we develop guidance.

For the first one that I have here, "Is the point of contact the authorized signature?" So Noel actually provided this information, so thank you, Noel, for sending this info. But the point of contact usually is the program manager which handles operations and submits the quarterly narrative report.

As it relates to the signature authority person, that is usually the CEO or executive director that handles the administrative functions. So in this case, the question was related to the quarterly narrative progress report. If it makes sense, we're going to say that the point of contact should be the program manager that handles operations, is the person that should submit the narrative report.

And if you also wanted to include your signature authority, then that information could be included in there if needed. It really depends on the size of the organization.

So I believe I answered the first one, and there's a lot of questions about PIRL, Andrew. So if you – there's a few that we flagged for you. If you feel comfortable going through some of these and if you have any questions, let me know because I could chime in on maybe some of these.

MR. WIEGAND: Sure thing. I guess I'm not surprised that there's some questions about PIRL. I'll just take them in order that I see them.

There was one question, "Please confirm PIRL is only for job training grantees." And I'm not sure what exactly the alternative there is, but I think what that means is it's not for related assistance-only folks. If that's the case, then unfortunately I can't confirm that because you do have to collect PIRL information for related assistance participants, exiters as well.

There may be some fields that are not particularly relevant for those folks, but you do have to collect the information for them. So if that wasn't the alternative that someone was thinking of you can contact and ask another question.

MS. IBANEZ: If I could just add to that one, I do have something to add.

So employment and training grantees are using WIOA common measures, and that's what's being reported in PIRL. So if you're an employment and training grantee that's what you're going to be using to report the performance data.

For housing grantees, as you know, you're not using WIOA common measures. You're using some other measures that we highlighted in a previous presentation. But it's usually around the number of MSFWs that you served – eligible MSFWs that you served, individuals, and then eligible MSFW families that you served, and then there's an "other." So that type of information can be reported in the quarterly narrative report, and that's information that we'll include in our additional guidance. But thank you.

MR. WIEGAND: Okay. Thank you, Laura.

Someone else asked the question, "How soon will the option to submit a file to SBR in advance be available?" I think I answered that already. We'll have it at least by October 24th; we're hoping to get it sooner. The big question there is we don't want to go live with it until we've had a chance to test a fake data within the WIPS system to make sure that we interpreted all of the data items exactly as the WIPS system has. So we need access to that system and we know that won't occur until at least October 1st.

So we plan to be in place by at least October 24th. If we get into place sooner than that I'll send out an email to folks and let them know, and so we'll definitely have it ready as soon as we possibly can.

The next question, "Have you thought of allowing us to electronically upload one record at a time? We could then get an approval code – real-time record." That sounds an awful lot like Kyle Foster (sp) asked in that question, so I'm just going to take a guess that that's who that was. But we could do that.

I think what we'll want to do is try to assist in whatever way that we can. So if you think it would be easiest to submit based on a record basis, we certainly could handle that. If it's easiest to develop an entire file and submit that, we can handle it that way. So let's – just send me a note separately about what you're thinking or what you think would be most helpful and we'll try to build in as much flexibility as we possibly can.

The whole point of having the contract with the Department of Labor to provide this kind of assistance is so that we provide whatever is most useful. And so as I've said for a number of other things that we've done in the past, if you tell us what you think would be most helpful in this – short of actually doing the data collection ourselves – you tell us what you think would be most helpful and we'll try to build in that flexibility to allow for it.

So then a question on code values for the observation number and the participant unique identifier. "Do these have to be nine digits? Is there some required numbering format, such as starting with 000000001? And how many for the unique identifier?" This is a good question.

These are the first two records in the PIRL. The first one is the observation number and the second one – data element 100 – is the unique individual identifier. I don't know if it has to be – if the observation number has to be nine digits and the unique individual identifier has to be 12. They can be up to that long. Because I don't know that yet I can't answer the question definitely.

What I would suggest is that you build in a nine-digit and 12-character field for those in the event that it does require them to be nine and 12 characters specifically. What we do know is that these should not be Social Security numbers. There's a separate field for you to report on Social Security number because we still need to do that to allow for the CRIS matching that gets done.

But for these first two elements, as soon as I find out whether or not they have to be nine and 12 digits or characters specifically I can let you know. For now I would say build them in as that just in case it is a requirement.

And the next question, "Will we be getting a template of what data elements to be collected in order for extraction?" That is available. It's ETA form 9172. You'll see in the file share section of the presentation that you can download today's presentation, and if you do that I think there's a link to the site that you can download ETA form 9172. If you haven't seen it yet you'll love it. It's got lovely shaded colors and lots of fields; definitely provides for some excellent nighttime reading. So I would encourage you to get that.

If you can't follow that link send me an email. Most of you have my email, so if you send me an email I can send you a link to it or copy of it. It provides the specific fields in numerical order and identifies which ones are required for NFJP.

The next question is, "When and how do we get the PIRL program software?" There's no program for PIRL, no software for PIRL; you'll need to develop your own system similar to the system you have in place for the WIASPR. But you will report into the WIPS system, and that's, as I said, still in development.

It should be available, I've been told, sometime after October 1st, and that's the system of ETA and you should be getting information in the fairly near future about how you upload a file there and where that system is located, what the length of that system. I've seen drafts of some guidance on that; I'm not exactly sure when that's going to be made official and when it's going to be made available to grantees. I think again that's soon after October 1st.

But in terms of the PIRL itself you'll need to develop your own system for extracting the information in the PIRL format. And again, we're happy to help you with that between now and November 14th, but it will be your own system. There's no plans to develop a system for all of the grantees.

Let's see. Don't want to miss any questions.

"For new participants coming into the program during a current quarter, do we have to report in the PIRL also or just exiters during the quarter being reported?" Let me see if I understand that.

So anyone that did not exit by June 30 is going to be reported in the PIRL. Some of those folks may have been carried in. They may have been enrolled by June 30 and they've carried into this new year and this new grant. But anyone that's receiving a service after June 30th is going to be reported in the PIRL first as a participant without an exit date – so they'll have an observation number and a unique identifier and they'll have some demographic data but they won't have any exit information until they've finished receiving their services and have been formally exited from the program.

So you'll need to report in the PIRL anyone who received a service within your program after June 30, 2016, because that means they're a participant under WIOA requirements and need to be reported under PIRL.

Next question was, "Can you please explain thoroughly regarding the data extract default?" What I mean by that is for every field that's in the PIRL – all 224 of them, is that the number I came up with – you will need to have a valid value in that field for every record.

Now, for some fields a valid value may be missing. So if – there's a number of date fields – date of your last certain kind of service. If they haven't received that kind of service a valid value is to have that field as blank. But other fields have to have something in it; blank is not a valid value, again, like the gender field. Gender, the options are either 0, 1 and 9. If you put in 7 for that it's not a valid value. If you put in 428 it's not a valid value.

What I would do is put in a valid default value for every field and then change that default value to whatever you learn from your customers but by having a default value in there that's a valid value – again, it might be missing if it's a date field or something that we're missing as a valid option – as long as you have a valid value in there you're going to make sure you're not getting errors for your records. And then you can just update that default value as a customer comes in and you learn about that person.

But I think in making this transition it would be very helpful to create default values for every field so that – you can create a data extract that has what is considered valid values for every single field, even if there's more information to be learned and you may change some of those going forward.

Let's see. There's a question, "Obviously folks are going to have to update their systems to capture new data, and do any of the grantees or DOL have a suggested system to utilize?" I won't necessarily trumpet any particular system here, but I know other grantees are using different systems. Some have developed their own systems; some have contracted with a system and I can certainly provide some information about what systems I know about. But that, of course, is under WIA and under the WIASPR.

It's an all-new world with WIOA and all of these new fields. So if you want to follow up with me directly afterwards, I'm happy to tell you about which systems I know about, or what I'll do is I'll say other grantees – if you have a system that you like, that you are interested in sharing, whatever – feel free to contact folks and let them know about that.

Laura, I don't know if you have anything from DOL, if you'd like to suggest anything on this answer.

MS. IBANEZ: Not at this point, no.

MR. WIEGAND: OK.

MS. IBANEZ: There is something I do want to answer. I know we – (inaudible) – but if you want to answer a few of – folks are willing to stay on the phone with us – Laura, is that OK if we go a few minutes over?

MS. CASERTANO: Yeah. You guys can stay on for a couple minutes longer.

MS. IBANEZ: OK. OK. Andrew, do you have time to go through some of these or should I answer some of the ones that I have as well?

MR. WIEGAND: I've got time, but do you want me to keep –

MS. IBANEZ: Oh, go ahead. Continue. I think this is important information, so yeah.

MR. WIEGAND: OK. So next question. "Are we still reporting employment for every quarter or every other quarter of employment and wages for second and fourth quarter?"

You'll see within the PIRL there are fields for you to capture employment in the first, second, third, and fourth quarters, four separate data elements. You're capturing employment for each of those four quarters, and then you're also capturing wages for those quarters as well. And I'm looking for the wages field. So yes, wages first quarter after exit, second quarter after exit, third quarter after exit, fourth quarter after exit.

In each of the follow-up quarters, all four of the quarters you'll be documenting employment in one field and wages in the other field. Not all of those get used in the performance calculations, but you are asked to report for each of those fields.

The next question is, "A participant is not at the same job in the second quarter; how is that reported?" The primary employment fields are just did they have employment in the first quarter after exit, second quarter after exit, third quarter after exit, and that's measured similar to the way it is in WIA. Again, because many programs use the UI records to do this, if they have a dollar's worth of earnings it counts as employment in that quarter. So you just measure yes/no, did they have employment?

There is a separate field. It's field 1618, that asks if the retention is with the same employer in the second and the fourth quarter after exit. So there is a separate field from just reporting on employment. So if the participant is not at the same job in the second quarter you'd say no to that field in 1618. If it is, then you would answer affirmatively. So you do have a separate field to identify if it's actually retention with the same employer or just employment generally speaking.

Next question is, "Will the data validation elements change to be in line with the PIRL now or will it remain the same as previous years?" For right now data validation will stay the same because keep in mind data validation occurs a good bit after the end of a program year. So this November you'll be doing data validation for your PY '14 – I think – submissions; and then next November you'll be doing data validation for your PY '15 data submissions.

So for now and for more than a year data validation will stay just as it has been. "What will happen to data validation after that?" So thinking about November 2018, it almost certainly will have to change to be in line with this because many of the data validation elements themselves will have changed somewhat. So I anticipate you'll be hearing about that in – I was going to say, near future but that may not be right – sometime in the future.

But the first time you'd likely have to report on that would certainly in 2018 and perhaps toward the end of 2018. And perhaps, given the extension of follow-up period it may be into 2019 before you actually do reporting on that. But it will be data validation on the PIRL report that you're starting to put together, and I presume they'll change the elements accordingly.

So I think – did I get through all of the ones – I think that's the ones that I have for now, Laura, if you want to take over from this point.

MS. IBANEZ: OK. So there's a couple here. "So what if they earn the credential before they exit and after they exit? Or what if they earn the credential before they exit and another after exit?" And then there's another question that is pretty much along the same lines, "Wanting clarification on the credential attainment measure. Your slide indicates attainment within four quarters after exit. The FOA states during participation and/or within one year after exit from the program. What period does quarter participation cover?"

And so I just wanted to clarify that yes, on our slide it's an abbreviated version of what's being collected, and also it's probably mentioned in TEGL 26-15, that abbreviated version if you look at the spreadsheet. But if you look at TEGL 26-15, which is pretty much the same information that's in our FOA, the credential could be – so percentage of program participants who attain or recognize postsecondary credentials or secondary school diploma or its recognized equivalent during participation in or within one year after exit from the program.

So it could be both during participation or after one year as well. So I believe that answers that question. Andrew, do you want to answer or add anything to that answer?

MR. WIEGAND: I don't think so. You're right that it's an abbreviated version, but I think what I said for the credential measure it can – the change here – grantees have been used to collecting information on credentials but it's always been by the time of exit.

Now, if they get a credential while in your program, that counts. If they get a credential within one year after exiting or within four quarters after exiting the program, that also counts. And there are multiple credential fields, so you can – if they get a credential while they're in your program, you record it in one field. If they get a second credential in your program there's a space for that, and I think there's a space for a third credential. So if they get it after exit you can record it there.

Any single credential that you record during or within four quarters after program exit will count positively towards the credential measure. I don't – maybe if you get someone three credentials you get extra gold stars or something, but you can only count positively once toward the credential.

MS. IBANEZ: OK. Great. Thank you.

There's also a question here about, "Will DOL be conducting any workshops at AFOP?" And so the answer is yes, we are definitely going to be there. And there are a few people like Greg Shibe and Laura – (inaudible) – who's going to be covering the NFJP program eligibility workshop that's going to happen.

There's also Juan Regalado and Krister Engdahl from Region 6. They're going to come together and talk about the state monitor advocate system and its role and how the state monitor advocates plan to work closely with NFJP grantees.

And then there's also a few other individuals, including Steve Rietzke, our division chief, who I believe most of you have met via our webinar last month. He's going to talk about the opportunities that are presented in WIOA and what that means for NFJP. Amanda Ahlstrand's also going to be there as well, our administrator for the Office of Workforce Investment.

So I believe those are the names that I have right now at this point. There is a draft agenda that is moving through; I'm sure I'm missing a few other key DOL folks but that was just a summary. And Katie's aware that the question's out there so I know she probably will follow up to make sure you all have this information.

I think the last one, Andrew – it seems like we got through this – but Andrew, I see that there's one more in our little comment box here, if you could please answer that.

MR. WIEGAND: So the question is – for those – I there's the Cert (ph) system in place and several grantees use that and there's some comment that there's going to be an Excel form within that system that has the required elements to submit manually. And the question is for those who don't have the Cert system, will there be a similar form?

And I'm not exactly sure what that form looks like or what it entails. But what we will have and what I can make available is an Excel file that shows each of the data elements, identifies what the valid values are, and provide the default value. So you could – we don't have – obviously since we don't know how many folks you've got in your program or how many participants and how many exiters – we don't have a record for every single individual.

But we can give you the data record layout and the default values and the acceptable values so that you could build an Excel system like that for your program for every individual that comes into your program. So that's certainly something we can make available. I have made available in the file share section of the presentation the crosswalk that we've done. It's a basic crosswalk, so hopefully I haven't oversold it and people don't think that it answers all of their questions.

It identifies – it shows all of the required elements under PIRL and then identifies which elements within the WIASPR system it relates to. In some cases it's an exact match and other cases there's a slight change in definition or it's a combination of WIASPR items. So you can download that crosswalk in the file share area.

MS. IBANEZ: OK. And the last thing I just want to add here before we go to the resources slide is that we are clearly figuring this out with you and we are giving you as much guidance as we know at this point. So if there's anything that we need to clarify, especially as it relates to PIRL and what needs to be reported by employment and training grantees and what needs to be reported by housing grantees and who's going to use what.

We will definitely let you know that information and follow up. We just wanted today's presentation really just to introduce you, the three reporting requirements – at least the three quarterly reporting requirements that we are expected to complete for the new year moving forward.

And so I believe, Laura, if we could just go to the last slide, I just want to highlight a few resources here. Thank you.

So we have our NFJP web page. There's the migrant seasonal farmworker monitor advocate system as well. The new ones that have been added to this presentation is the Social Policy Research Associates website as well as you can see Andrew's email.

We are very fortunate to have Andrew on board with us, not only because of the 19 years that he's been working closely with NFJP grantees; but every time I talk to Andrew about what we're thinking about moving forward I always feel at ease because I know that he really does know what he's talking about and he's seen this in so many different shapes and forms. So he's going to be available to provide the TA that we need with the new reporting system that we're planning to use soon.

And then the other thing that I wanted to point out, that there's one TEGL. The TEGL that I keep referencing, 26-15, that's the TEGL that was developed for the states in order to set performance goals; for them think about what are some targets that they wanted to start at as they were developing their performance targets for their states. So that's TEGL 26-15.

And then at the bottom right there's a TEN 8-16. That is where you can get a sense of what's our schedule; and not just NFJP's schedule but how it compares to all the other programs that are planning to use the new reporting system as well.

So those are the two most recent TEGLs that have been released. The performance one is still going through clearance and so on, and so that's not available at this point. We will keep you posted when it's out there.

So I just wanted to thank everyone for joining us and for staying, all of you who are still on the phone with us, and we really do appreciate all the questions that you've asked of us today. Hopefully we got through most of them, I believe. If there's anything that we're missing, please feel free to continue and make sure that you either insert your question in the main chat box or please follow up with your FPO so that we can make sure we give you the guidance that you need.

Is there anything else, Andrew, that you'd like to say?

MR. WIEGAND: Oh, boy. Inviting me to say more stuff is probably a bad idea, Laura, so I'll just say thanks, everyone, for participating, and hopefully this was helpful for you. And if you do have follow-up questions, anything that I can help answer, just send me an email, give me a call.

We're learning this as we're going along, too, and so we'll do our best to work with you and provide whatever assistance we can to make this – you know, I feel like it's going to be an interesting thing in November when NFJP and all the other programs and states have to report into this system, so we'll see how that goes. But what we're going to try to do is make it as painless as we can for you, and hopefully make it so that the data when you do submit is as good a quality as it possibly can be.

MS. IBANEZ: Great. And thank you again, Andrew, for being available to co-present today.

So hopefully you've heard this information once. It's going to be archived, so if you wanted to listen to this or share it with your staff it's going to be made available. But if you're planning to attend AFOP national conference in a couple of weeks, Andrew will also be there.

Andrew, are you presenting on the same information, basically?

MR. WIEGAND: Yeah. We're doing one session that will summarize PIRL and reporting specifically and then we'll do one session on performance, and both of those are on Wednesday of the conference.

MS. IBANEZ: OK. All right. Well, I think that's it. I see that it's 2:48, so thank you. Have a great afternoon.

(END)