



Eric R. @WORK

## Measurable Skill Gains Technical Assistance

April 15, 2019

# MEASURABLE SKILL GAINS

## Session Agenda

### OBJECTIVES

- 1. Define Measurable Skill Gains (MSG).**
- 2. Identify the five types of MSG.**
- 3. Explain how the MSG indicator works.**
- 4. Service and Training Plan.**
- 5. Provide examples of MSG.**
- 6. MSG Check list.**
- 7. Reports in AJC.**

# Review of Performance Indicators

1. Employment Rate in the 2<sup>nd</sup> Quarter after Exit
2. Employment rate in the 4<sup>th</sup> Quarter after Exit
3. Median Earnings in the 2<sup>nd</sup> Quarter after Exit
4. Credential Attainment
5. Measurable Skill Gains
6. Effectiveness in Serving Employers

# MSG Performance Indicator Definition

Percentage of participants who, during a program year,

are in education or training programs that lead to a recognized postsecondary credential or employment

**AND**

who are achieving measureable skill gains

**DEFINED  
AS**

documented academic, technical, occupational, or other forms of progress toward a credential or employment.

# MSG Performance Indicator Attributes

## Parameters

Used to measure interim progress of participants enrolled in education and training programs.

Calculates the number of participants who attain at least one type of gain during the program year.

MSG is a real-time measure, **not** an exit-based measure.

Required only for Program Year(s) in which a participant received training or education.

“Baseline” measure

# What is a Training and Education Activity?

- Training Services are: Occupational Skills Training, including postsecondary education/vocational technical On-the-Job Training (OJT), Customized training, Registered Apprenticeships
- Education is: High School, Adult Basic Education, including training programs funded or not funded by Title II
- Work Experience is not considered a training service.
- Incumbent Worker Training is not included in the MSGs performance calculation because it is considered a business service

# Which Adult and Dislocated Workers are included in the MSG Performance Measure?

- All participants in a WIOA Title I-B Adult or Dislocated Worker-Funded Training Program are included in the MSG performance measure, including Adult and DW who are enrolled in a training program that leads to a high school equivalency. This includes individuals in

# Which Youth are included in the MSG Performance Measure?

- All Title I In School Youth and certain Out of School Youth in Occupational skills training, secondary or postsecondary while in the program.
- Keep in mind that for youth, OJT is considered a type of work experience and not training; therefore a youth in an OJT does not go into this indicator whereas an Adult in OJT would because OJT is considered training for the Adult program.

# Measurable Skill Gain Requirements

- Staff must not delay the start of training because there is insufficient time to attain a MSG. For example, if a training program begins May 2019, it may be unlikely the individual attains a MSG prior to the end of June. The individual should begin the training program, and the MSG must be set in AJC. It is understood that not all individuals will attain a MSG the first year of training.
- Only one MSG is required per program year. If a participant attains a MSG, the requirement is met. There is no need to set another MSG for the same program year.

# Setting MSG for Training that Crosses Overs into the Following Program Year

## Program Year July 1-June 30

July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	April	May	Jun
2018	2018	2018	2018	2018	2018	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2019	2020	2020	2020	2020	2020	2020

Program Year 2018

Program Year 2019

- At the end of the program year the MSG must be resulted out, as “Attained” or “Set, but not attained”.
- If the training program crosses over into the next program year, the MSG for the first program year must be resulted out as “Attained” or “Set, but not attained”, and a new MSG must be set for the 2nd program year, and so on.
- An exemption exists when an individual has multiple enrollments in the same program year. In this case a MSG must be set for each enrollment.

# Performance Indicators

Methodology: Calculations includes all participants:

Numerator	The number of program participants during the reporting period who are in an education or training program that leads to a recognized postsecondary credential or employment and are achieving measurable skill gains based on the attainment of at least one type of gain.
Denominator	The number of program participants during the reporting period who are in an education or training program that leads to a recognized postsecondary credential or employment.

## Note:

All participants who during any point in the program year, are in an education or training program that leads to a recognized postsecondary credential or employment are included in the denominator.

[Home](#)[Logout](#)[Print](#)

## Service Details WIOA Youth for Matthew Mathews

\* indicates a required field

[Add](#) [Reset](#) [Return to Plan](#)

To indicate that this service was provided by your office, leave the Provider Name field blank. To search for a provider's contact information, click one of the Providers buttons below **before** filling out the rest of the form.

Search Providers

[Training Providers](#)[Service Providers](#)

\* Service Type

O\*NET-SOC

[ONET Lookup](#)

CIP

[CIP Lookup](#)

Does this service lead to a credential, employment, or measurable skills gain?

☐ Yes

☐ No

☒ N/A

This question must be answered "Yes" for all training and education activities.

Select the result(s)  
the service may lead  
to:

(check all that apply)

- ☐ Industry certification
- ☐ Apprenticeship certification
- ☐ Government License
- ☐ Associate degree
- ☐ Baccalaureate degree and above

- ☐ Government License
- ☐ Associate degree
- ☐ Baccalaureate degree and above
- ☐ Community College certification
- ☐ Secondary School diploma
- ☐ Employment
- ☐ Measurable Skills Gain

**Pay-for-Performance Contract**

- ☐ Yes  
☐ No  
☒ N/A

Pay-for-Performance  
Provider ID

\* Training Agent ID

\* Participant Group

000 - No Participant Group

\* Status

Total Cost

Provider Name

Address

Address Line 2

City

State

Arizona

ZIP/Postal Code

Country

United States

The Measurable Skills Gain Box must be checked whenever an education or training program is added to the S & T Plan in AJC, in addition to the type of credential.



Home



Logout



Print

My Home Page

Case details for:

Matthew Mathews

Select Role

Upcoming Events

Employer

Employer Search

Job Search

Client

Client Search

Resume Search

Reporting

My Profile

Log Out

Contact

Help

User Search

**Statistics**

53658 Jobs

22506 Resumes

**WIOA Youth (Out of School) Enrollment Details for**

Click on the appropriate link to add, view, or edit the information. You will be restricted to information based on your privilege level.

Part ID	1939943
Prog ID	4154146
Enroll ID	4163188
<a href="#">Enrollment Info</a>	Enrolled: 03/26/2019 - Approval Pending.
<a href="#">EEO Notice</a>	03/26/2019
<a href="#">Primary Casetracker</a>	Graciela Guzman fake@fake.com Phone: (602) 555-1212
<a href="#">Enrolled By:</a>	Graciela Guzman
<a href="#">Testing</a>	No tests have been entered.
<a href="#">Measurable Skill Gains, Goals and Interests</a>	No goals or interests have been entered.
<a href="#">Educational Grants</a>	No grants have been entered.
<a href="#">Service &amp; Training</a>	No services have been entered.
<a href="#">Schedule a Service Gap</a>	Add a scheduled service gap so the client is not soft exited.
<a href="#">Employment Plan</a>	No plans have been entered.
<a href="#">Enrollment Notes</a>	Notes have not been entered.
<a href="#">Needs and Barriers</a>	Have you ever been involved in any stage of the criminal justice system?: Yes Date of Release: Not Entered Date Returned to Custody: Not Entered Do you need help to complete your education?: Yes Do you need help to find and keep a job?: Yes Have you abused drugs or alcohol?: Yes Is it hard for you to read, write, or solve math problems?: Yes Are you aging out of foster care?: Yes
<a href="#">Contact Info Snapshot</a>	4000 N Central Ave Phoenix, AZ 85012 (602) 771-1100 AMathews@fake.com
<a href="#">Demographics Snapshot</a>	View the client's demographics information at the time of enrollment.
<a href="#">Attestations</a>	View the client's attestation information.
<a href="#">Eligibility Snapshot</a>	LE Employment Service WIOA Adult (Legal Formula)

# How to Enter Measurable Skill Gains

## Enrollment Details

Measurable Skill Gains, Goals and Interests

### Adult (Local Formula) Measurable Skill Gains and Goals

**Related Links:** [Interests](#)

Adult (Local Formula) Measurable Skill Gains and Goals for John Smith

No Measurable Skill Gains and Goals have been entered.

[Add New](#)

[Return to Enrollment Details](#)

### Add Goal

Goal for I John Smith

Measurable Skill  
Gains

\* indicates a required field

\* Date Set 03/21/2017

Measurable Skill  
Gains Please Select

Goal Type Please select a Goal Type

Description  
(25000 character max.)

 [Check spelling](#)

\* Status Please select the status

Planned Date of  
Attainment: mm/dd/yyyy

Date Attained: mm/dd/yyyy

[Save](#)

[Goal List](#)

Please Select

Educational Functioning Level  
Secondary Transcript/Report Card  
Post-Secondary Transcript/Report Card  
Training Milestone  
Skills Progression

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Innovative Workforce Solutions


# Goals & Measurable Skill Gains




- Goals are not related to MSGs. However, currently goals are set on the same screen in AJC.
- Goals must be set as part of the development of the Individual Employment Plan (IEP) and Individual Service Strategy (ISS).
- Staff must not set MSGs and Goals in the same transaction.


# Goals and MSG Added Incorrectly In Same Transaction

[LOG OUT](#)

State of Arizona  
AZJobConnection.gov

  
Arizona's Official Web Site

 Home  Logout  Print

 **Youth Measurable Skill Gains and Goals**

**Related Links:** [Interests](#)

Youth Measurable Skill Gains and Goals for Matthew Mathews

Type	Date Set	Status	Date Attained	Program Year
<a href="#">Occupational Skills/Skills Progression</a>	03/26/2019	Set but attainment pending	Pending	2018

Add New


Return to Enrollment Details




  
Innovative Workforce Solutions


# Goals and MSG Added Correctly In Same Transaction

LOG OUT

State of Arizona  
AZJobConnection.gov

  
Arizona's Official Web Site

 Home  Logout  Print

 Youth Measurable Skill Gains and Goals

Related Links: [Interests](#)

Youth Measurable Skill Gains and Goals for Matthew Mathews

Type	Date Set	Status	Date Attained	Program Year
<a href="#">Skills Progression</a>	03/26/2019	Set but attainment pending	Pending	2018
<a href="#">Occupational Skills</a>	03/26/2019	Set but attainment pending	Pending	2018

Add New

Return to Enrollment Details

# Five Types of MSG

Educational Functioning Level

Secondary School Diploma

Transcript/Report Card

Training Milestone

Skills Progression

# Educational Functioning Level (EFL)

Documented achievement of at least one Educational Functioning Level of a participant who is receiving instruction **below** the post-secondary education level.

## What is an Educational Functioning Level?

1. Basic skills assessment—Reading, Math, English.
2. Score equated with level of proficiency or competency.
3. That is the EFL for the individual.

## Educational Functioning Level

Documented achievement of at least one Educational Functioning Level of a participant who is receiving instruction **below** the post-secondary education level.

What counts as an EFL gain?

1. By comparing a participant's initial EFL as measured by a basic skills pre-test with the participant's EFL as measured by a post-test.
2. When participants who exit the program enroll in postsecondary education or training during the program year.

# Educational Functioning Level

- Enters the program as Basic Skills Deficient
- Given a pre-test
- Receives instruction below the post-secondary level
- Given a post-test
- Gained 1 Educational Functioning Level

# TABE 11/12

What score is considered Basic Skill Deficient (BSD) using TABE 11/12? Scores below the 8.9 grade level.

TABE 11/12 only converts the 3 digit scaled scores to a whole number grade level.

## Example:

NRS scale scores of **575** (R), **583** (L) and 595 (M) would equate to 8.9 grade level. In this scenario, the individual will be BSD.

The TABE 11-12 Grade Range Guidelines are available at:

[https://tabetest.com/PDFs/TABE\\_GradeRange.pdf](https://tabetest.com/PDFs/TABE_GradeRange.pdf)



# TABE 11/12 Assessment Requirements

For Title II Adult Education to accept TABE 11/12 test results from the WIOA Title I-B Programs, the test results are only considered valid if the staff administering the exam is a “certified test administrator” and trained by Arizona Department of Education (ADE) staff.

If ARIZONA@WORK staff are aware that the participant will co-enroll in Title II services, then it is best to refer the client for testing at Title II.



# Educational Functioning Level

## Where is this captured in the AJC system?

Workforce Innovation and Opportunity Act    Open - Admin Office office  
S&T Plan

Adult (Local Formula)  
Dislocated Worker (Local  
Formula)  
Older Youth (Local Formula)  
Youth

Testing

↓ Type of Test	Functional Area	Date Given
<div>Add New Test    Return to Enrollment Details</div>		

**Add ABE testing information**

\* indicates a required field

\* Assessment Tool

\* Functional Area

\* Date Administered

\* Scaled Score

Compute Functional Level

\* Contact Person

Enrollment Notes  
(1000 character max.)

ABC [Check spelling](#)

Universal Notes  
(1000 character max.)

ABC [Check spelling](#)

### Measurable Skill Gains, Goals and Interests

Adult (Local Formula) Measurable Skill Gains and Goals

No Measurable Skill Gains and Goals have been entered.

[Add New](#)

[Return to Enrollment Details](#)

Measurable Skill  
Gains

Goal Type

Please Select  
Educational Functioning Level  
Secondary Transcript/Report Card  
Post-Secondary Transcript/Report Card  
Training Milestone  
Skills Progression

\* indicates a required field

\* Date Set

Measurable Skill  
Gains

Goal Type

Description  
(25000 character max.)

 [Check spelling](#)

\* Status

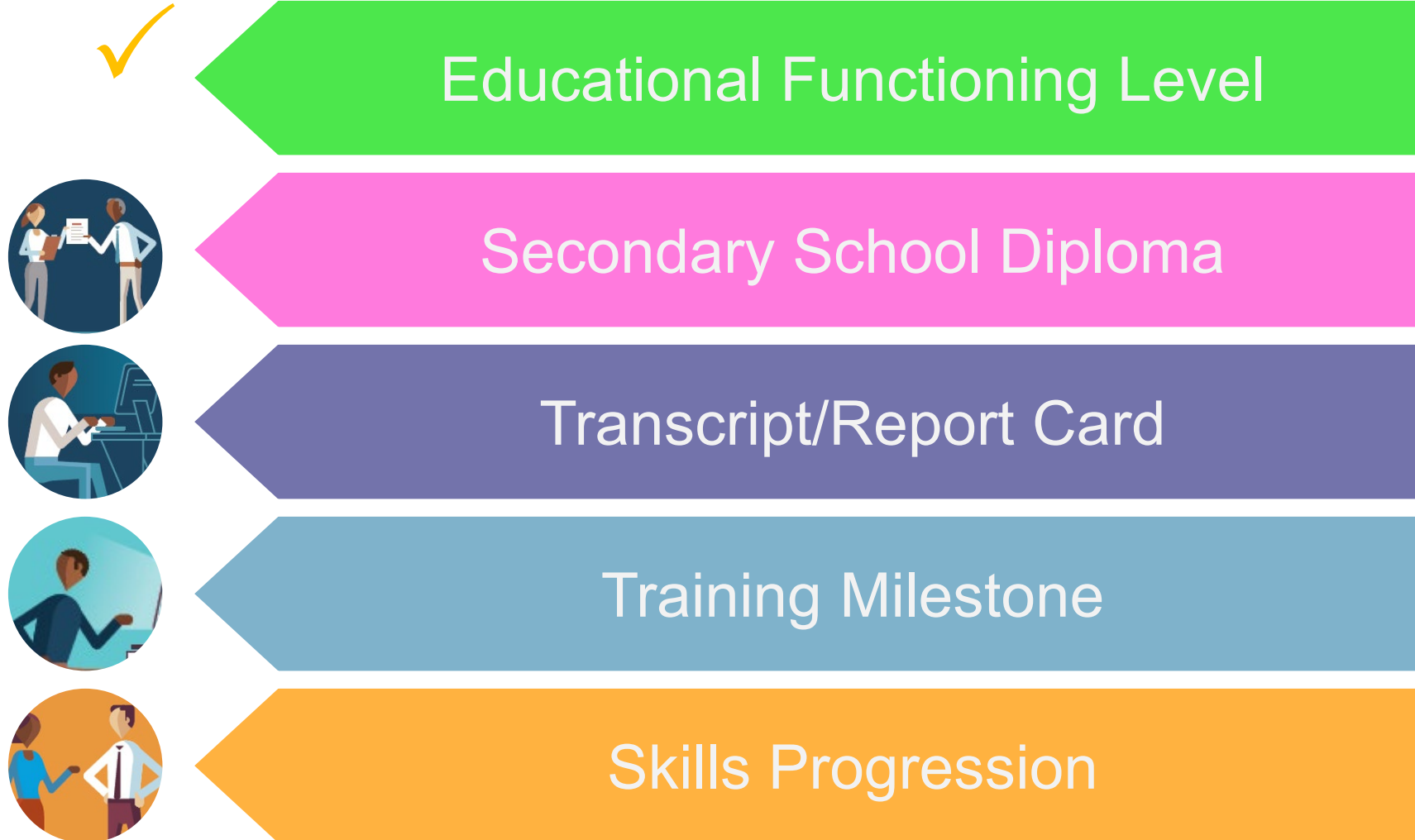
Planned Date of  
Attainment:

Date Attained:

[Save](#)

[Goal List](#)

# Five Types of MSG



## Special Rule for Credential Attainment Rate

### Special Rule Relating to Secondary Diplomas and High School Equivalency (HSE) Diploma for the Credential Attainment Rate

Participants who attain a secondary school diploma or HSE diploma must also be employed, or enrolled in an education or training program leading to a recognized postsecondary diploma credential within one year following exit

The special rule applies to the WIOA Title I-B Adult, Dislocated Worker and Youth Programs

# Secondary School Diploma

Where is this captured in the AJC system?

## Demographics

### Highest Primary or Secondary Grade Completed and Education Status

Not Reported/Not Applicable
No school grade completed
Completed grade 1
Completed grade 2
Completed grade 3
Completed grade 4
Completed grade 5
Completed grade 6
Completed grade 7
Completed grade 8
Completed grade 9
Completed grade 10
Completed grade 11
Completed grade 12, but no HS diploma
High School Graduate
High School Certificate of Attendance/Completion
Attained Certificate of Equivalency for a HS Degree
1 Yr College / FT Technical or Vocational School
2 Yrs College / FT Technical or Vocational School
Vocational/Technical Degree
Associate's Degree
3 Yrs College / FT Technical or Vocational School
Bachelor's Degree or Equivalent
Professional Degree
Education beyond the Bachelor's Degree
Master's Degree
Doctoral Degree
Occupational Skills License or Certification
Don't Know/Unknown



	Please select your Education Status
	Attending High School, Junior High, or Elementary
	Attending Alternative School
	Attending Post-Secondary (Beyond High School)
Education Status	High School Dropout, Not Attending School
	High School Diploma or GED, Not Attending School
* Highest School	Not attending school, within age of compulsory school attendance

### Highest Credential or Postsecondary Level Completed

* Highest Credential or Postsecondary Level Completed
None completed

# Secondary School Diploma

- Enters the program without a High School Diploma.
- Enrolls in secondary education.
- Attains secondary school diploma.

# Secondary School Diploma

Where is this captured in the AJC system?

## Program Details

Outcomes

Enter outcome information.

**Related Links:** [Second Quarter after Exit](#) | [Fourth Quarter after Exit](#)

Program Registration Date: 06/21/2016  
Program Exit Date: 01/11/2017

### First Quarter Outcomes for Workforce Innovation and Opportunity Act

If in employment, is it one of the following?

- ☐ In a Registered Apprenticeship
- ☐ In the Military

# Secondary School Diploma

Where is this captured in the AJC system?

## Outcomes

Fourth Quarter Outcomes for Workforce Innovation and Opportunity Act

Youth Placement Rate Information

Date of Attainment

Credential Rate Information

Date of Attainment

Second Credential Rate Information

Date of Attainment

Third Credential Rate Information

Date of Attainment

If in employment, is it one of the following?

☐ In a Registered Apprenticeship

☐ In the Military

Fourth Quarter Outcomes for Workforce Innovation and Opportunity Act

Youth Placement Rate Information

Date of Attainment

Credential Rate Information

Date of Attainment

Second Credential Rate Information

Date of Attainment

Third Credential Rate Information

Date of Attainment

If in employment, is it one of the following?

☐ In a Registered Apprenticeship

☐ In the Military

# Two of the Five Types of MSG Discussed



Educational Functioning Level



Secondary School Diploma

Transcript/Report Card

Training Milestone

Skills Progression

# Transcript or Report Card: Secondary

- Enters program and enrolls in secondary education.
- Submits their transcript.
- Meets the State unit's academic standards.

# Transcript or Report Card: Postsecondary

- Enters program and enrolls into post-secondary education.
- Submits their transcripts.
- Meets the requisite number of credit hours.
- Meets the State unit's academic standards.

# Three of the Five Types of MSG Discussed



Educational Functioning Level



Secondary School Diploma



Transcript/Report Card

Training Milestone

Skills Progression

# Training Milestone Type

- Satisfactory or better progress report towards established milestones, such as completion of an OJT or completion of one year of a Registered Apprenticeship program, or similar milestone for an employer or training provider who is providing training.
- The training milestone MSG allow LWDAs flexibility to define “Progress” for this type of Measurable Skill Gain
- LWDAs must define “Progress” and define acceptable types of documentation for this type of MSG in their local policies.

# Four of the Five Types of MSG Discussed



Educational Functioning Level



Secondary School Diploma



Transcript/Report Card



Training Milestone

Skills Progression

# Skills Progression

- Enters program.
- Enrolls in an occupational skills training program.
- Passes examination that demonstrates attainment of occupational skills.

# All Five Types of MSG have Been Discussed.



Educational Functioning Level



Secondary School Diploma



Transcript/Report Card



Training Milestone



Skills Progression

## WIOA Title I-B Measurable Skill Gain Checklist

The Measurable Skill Gains (MSG) Checklist demonstrates what type of MSG that must be documented for various education and training programs being tracked and includes acceptable verification and documentation for each MSG. For MSG definition and requirements, refer to the [WIOA Title I-B Training Services Policy](#). Local Workforce Development Area Staff must determine the appropriate service to enter on the **S & T Plan** page in AJC using the AJC Service Dictionary.

Type of Education or Training Leading to a Credential or Employment	Type of MSG (Choose 1 per program year)	Acceptable Verification of MSG Type. Date on documentation must match date MSG was documented as achieved in AJC
Secondary-High School	Educational Functioning Level (EFL)	<ul style="list-style-type: none"> <li>Copies of the results of the same version of a pre-test and post-test approved by the National Reporting System that shows an increase of at least one EFL; or</li> <li>Documentation that states the participant exited below the secondary level and enrolled in postsecondary education or training.</li> </ul>
	Secondary Transcript/ Report Card	<ul style="list-style-type: none"> <li>Copy of a secondary transcript/ report card that states the participant is meeting Arizona's academic standards. (The report card/ transcript must show that the participant received a D- or above in all classes.)</li> </ul>
	High School Diploma/ High School Equivalency (HSE)	<ul style="list-style-type: none"> <li>Documentation that the participant obtained a High School Diploma/ state-recognized equivalent documenting completion of secondary studies or alternative diploma; or</li> <li>Documentation that the participant obtained passing scores on all four</li> </ul>

**WIOA Title I-B  
Measurable Skill Gain Checklist**

	Skill Progression	<ul style="list-style-type: none"> <li>• Documentation that the participant passed an employer-required knowledge based exam;</li> <li>• Documentation of satisfactory attainment of an element on an industry or occupational competency exam; or</li> <li>• Documentation that shows the participant successfully passed another test required to obtain the credential.</li> </ul> <p><b>(LWDA and tribal policy must include how staff will determine an exam/element meets the requirements of the skill progression type of MSG.)</b></p>
	Training Milestone	<ul style="list-style-type: none"> <li>• Documentation based on LWDA's methodology for measuring satisfactory or better progress towards established milestones based on the nature of the service provided from an employer or training provider providing training.</li> </ul> <p><b>(LWDA and tribal policy must clearly define "progress" and include types of acceptable documentation)</b></p>
Registered Apprenticeship	Training Milestone	<ul style="list-style-type: none"> <li>• Documented progress report from an employer or training provider, including that the individual has acquired new skills, or steps to</li> </ul>

# Whose is in the Numerator and Denominator

## WIOA Annual Report

MEASURABLE SKILL GAINS	
Skill Gain Type	Total Skill Gains
Achievement of at least one educational functioning level of a participant who is receiving educational instruction below the postsecondary level	<u>6</u>
Attainment of a secondary school diploma or its equivalent	<u>3</u>
Transcript or report card for either secondary or post-secondary education that shows a participant is achieving the state unit's academic standards	<u>66</u>
Satisfactory or better progress report, towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of 1 year of an apprenticeship program, etc.)	<u>372</u>
Successful passage of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams	<u>445</u>
Total	892

# Whose is in the Numerator and Denominator

## WIOA Quarterly Report

D. PRIMARY INDICATORS OF PERFORMANCE						
1. Employment Rate (Q2) (Cohort Period: 01/01/2018 - 03/31/2018)	74.10%	<a href="#">63.55%</a>	<a href="#">60.29%</a>	<a href="#">71.45%</a>	<a href="#">65.60%</a>	<a href="#">70.48%</a>
2. Employment Rate (Q4) (Cohort Period: 07/01/2017 - 09/30/2017)	65.00%	<a href="#">63.47%</a>	<a href="#">59.94%</a>	<a href="#">67.19%</a>	<a href="#">64.16%</a>	<a href="#">65.05%</a>
3. Median Earnings (Cohort Period: 01/01/2018 - 03/31/2018)	\$5700.00	<a href="#">\$5740.09</a>	<a href="#">\$5091.26</a>	<a href="#">\$7326.45</a>	<a href="#">\$6175.13</a>	<a href="#">\$6457.58</a>
4. Credential Rate (Cohort Period: 07/01/2017 - 09/30/2017)	65.00%	0	0	<a href="#">73.50%</a>	<a href="#">73.08%</a>	<a href="#">71.77%</a>
5. Measurable Skill Gains (Cohort Period: 01/01/2019 - 03/31/2019)		0	0	<a href="#">2.67%</a>	<a href="#">2.67%</a>	<a href="#">19.81%</a>

# Resources Part I

TEGL – 10-16 Change 1 <https://wdr.doleta.gov/directives/>

PB# 17-016: <https://des.az.gov/services/employment/workforce-development-act/policy-and-procedure-manual>

Measurable Skill Gains Checklist [https://des.az.gov/sites/default/files/media/msgchecklist\\_0.pdf](https://des.az.gov/sites/default/files/media/msgchecklist_0.pdf)

Workforce GPS Youth Connections Community of Practice <https://youth.workforcegps.org/>

Workforce GPS <https://www.workforcegps.org/>

# Resources Part II

Approved Test for EFL National Reporting System: <http://www.nrsweb.org/>

TABE 11/12 Grade Range Scale Score Guidance [https://tabetest.com/PDFs/TABE\\_GradeRange.pdf](https://tabetest.com/PDFs/TABE_GradeRange.pdf)

Information on competency- based exams that are required to be passed to receive a license in a specific occupation is included at: <https://www.careeronestop.org/toolkit/training/find-licenses.aspx?newsearch=true>

Information on competency-based exams for personnel certification is available at:  
<https://www.careeronestop.org/Toolkit/Training/find-certifications.aspx?keyword=NURSE&location=99&direct=0&persist=true&ajax=occ>

Arizona's high school graduation requirement are available at:  
<https://azsbe.az.gov/resources/graduation-requirements>

