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Performance Accountability Measures for the Workforce Innovation and Opportunity Act Technical Assistance

June 19, 2019

OBJECTIVES

- Review the reporting timelines for all WIOA titles
- Review the Employment Rate in the 2nd Quarter after Exit and Employment Rate in the 4th Quarter after Exit Rates
- Review the WIOA Title I Youth Education and Employment in the 2nd Quarter after Exit Rates
- Review Median Earnings in the 2nd Quarter after Exit Rate
- Review the Credential Attainment Rate
- Define Recognized Credential
- Review the Measurable Skills Gain Rate
- Review the Effectiveness in Serving Employers- Federal and State Measures
- Review Performance Timelines for Annual Report



PERFORMANCE MEASURES AND REPORTING TIMELINES for all WIOA

	Title I	Title II	Title III	Title IV
Employment Rate 2nd Quarter after Exit	PY2017	Baseline until 2020	PY2017	Baseline until 2020
Employment Rate 4th Quarter after Exit	PY2017	Baseline until 2020	PY2017	Baseline until 2020
Median Earnings	PY2017 (except Youth: Baseline until 2020)	Baseline until 2020	PY2017	Baseline until 2020
Measurable Skills Gain	Baseline until 2020	PY2018-19	NA	Baseline until 2020
Credential Attainment	PY2017	Baseline until 2020	NA	Baseline until 2020
Effectiveness in Serving Employers	Baseline until 2020			

Primary Indicators of Performance for WIOA Title I Adult, Dislocated Worker and Youth Programs

For more information on the indicators, see Training and Guidance Letter 10-16, Change 1



Employment Rate 2nd Quarter after Exit

The Employment Rate for the 2nd quarter after exit is the % of participants who are in unsubsidized employment during the second quarter after exit from the program (for Youth the indicator is the % of participants in education or training activities or in unsubsidized employment in the 2nd quarter after exit) DIVIDED by the number of participants who exited during the reporting period (who are not excluded from performance)

Employment Rate – includes all WIOA Title I-B Adult and Dislocated Worker Program participants

WIOA Title I Youth Education and Employment Rate

2nd Quarter after Exit

The Education and Employment Rate for the 2nd quarter after exit is the % of Youth program participants in education or training activities or in unsubsidized employment in the 2nd quarter after exit DIVIDED by the number of Title I Youth program participants who exited during the reporting period (who are not excluded from performance).

Employment Rate – includes all WIOA Title I-B Youth Program participants

Employment Rate 4th Quarter after Exit

The Employment rate for the 4th quarter after exit is the % of participants who are in unsubsidized employment during the fourth quarter after exit from the program (for Youth the indicator is the % of participants in education or training activities or in unsubsidized employment in the 4th quarter after exit) DIVIDED by the number of participants who exited during the reporting period (who are not excluded from performance)

Employment Rate – includes all WIOA Title I-B Adult and Dislocated Worker program participants

WIOA Title I Youth Education and Employment Rate 4th Quarter after Exit

The Education and Employment Rate for the 4th quarter after exit is the % of Youth program participants in education or training activities or in unsubsidized employment in the 4th quarter after exit DIVIDED by the number of Title I Youth program participants who exited during the reporting period (who are not excluded from performance).

Employment Rate – includes all WIOA Title I-B Youth Program participants

Median Earnings in the 2nd Quarter after Exit

Median Earnings in the 2nd quarter after exit is the median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

The median is the number that is in the middle of the series of numbers, so that there is the same quantity of numbers above the median as there are below the median.

For information on supplemental data, see TEGL 26-16.



Primary Indicators of Performance Median Earnings in the 2nd Quarter after Exit Calculation Examples

Calculation Examples

If the series of values is an odd number (7 in this example):

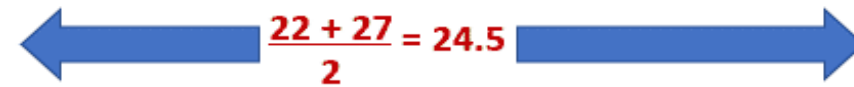
1, 2, 12, **22**, 33, 43, 195



Equal number of values above and
below the median number.
22 is the median value.

If the series of values is an even number (8 in this example):

1, 2, 12, **22**, **27**, 33, 43, 195



The median value is the sum of the two
middle numbers divided by two.
24.5 is the median value.

Credential Attainment Rate

Credential Attainment is the % of those participants enrolled in a postsecondary education or training program, or who are in a secondary education program (at or above the 9th grade level) (***excluding those in work based on-the-job training (OJT) and customized training***) who attain a recognized **postsecondary** credential or a **secondary school diploma**, or its **recognized equivalent**, during participation or within one year (365 days) after exit from the program DIVIDED by the number of participants enrolled in an education or training program who exited during the reporting period.

Types of Credentials

This indicator measures attainment of two types of credentials:

- Recognized postsecondary credential; or
- Secondary school diploma or its recognized equivalent.

A participant should only be included in the numerator and denominator of the credential attainment indicator once per period of participation. Participants who achieve multiple credentials should be reported based on the highest credential attained for that period of participation.

Recognized Postsecondary Credential Definition

A recognized postsecondary credential is defined as a credential consisting of an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal government, or an associate or Baccalaureate degrees.

A recognized postsecondary credential is awarded in recognition of a individual's attainment of measurable technical or industry/ occupational skills necessary to obtain employment or advance within an industry/ occupation.

The definition for Title IV-Vocational Rehabilitation all includes graduate degrees. For the WIOA Title I-B Program, the type of degrees do not count towards the Credential Attainment rate.



Types of Federally-Recognized Credentials

Educational Credentials

- High School diploma or High School Equivalency
- Educational Certificate
- Associate's diploma/degree
- Bachelor's diploma/degree

Industry Recognized Credentials

- Occupational certificate, including Registered Apprenticeship and Career and Technical Education (CTE) certificates
- Occupational licensure
- Occupational certification



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

Non-Recognized Credentials

- OSHA 9/10 Certificate
- Work/Career Readiness Certificates
- ARIZONA@WORK Career Readiness Credential
- CPR Certificate
- Food Handler's Card
- Completion of Assistive Technology training program (e.g. screen reading software;
- Completion of orientation
- Certificates of Completion (non-credit based, single course, test prep)

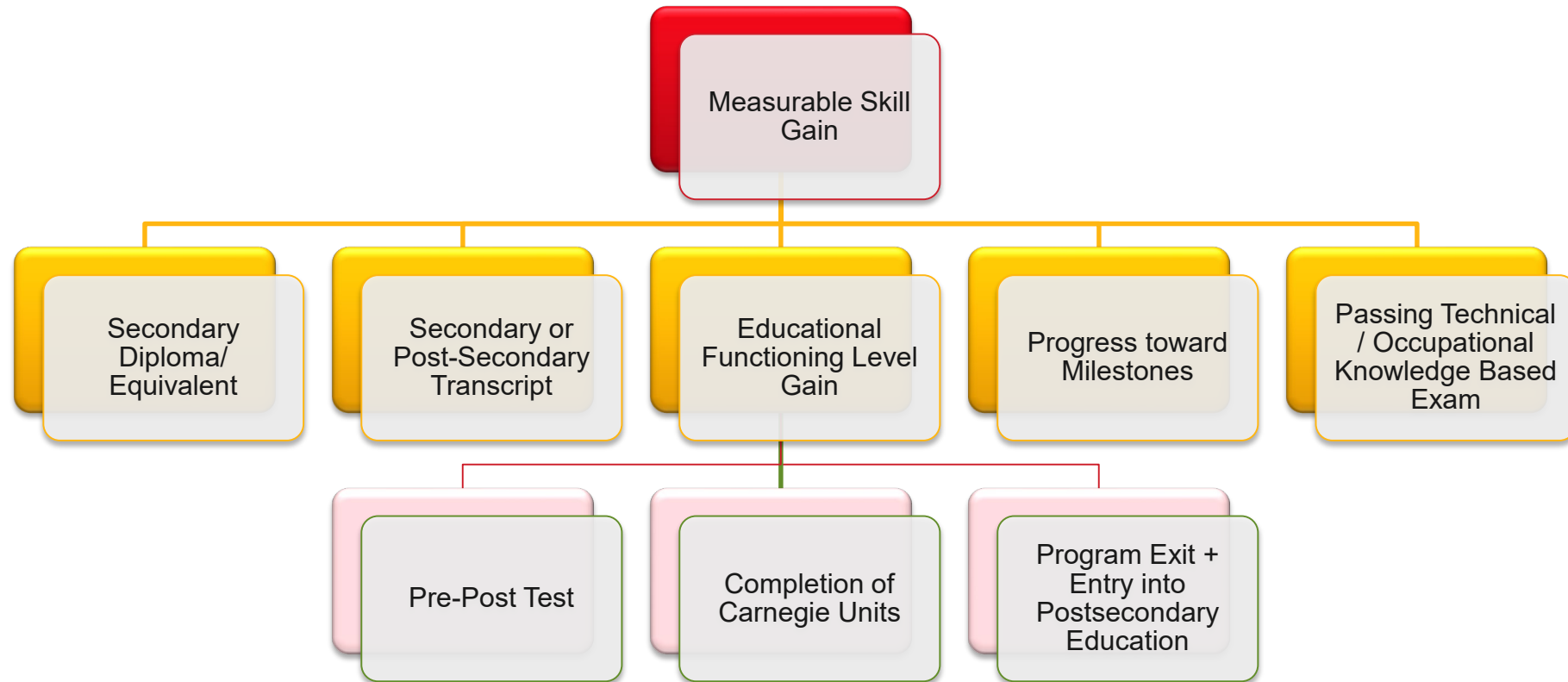
Measurable Skill Gains Performance Measure

MSG indicator is used to measure interim progress of participants who are enrolled in a training or education program (also included are on-the-job (OJT) [except for youth OJT is Work experience] and customized training)

Measurable Skill Gains is the % of those participants enrolled 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 DIVIDED by 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.



5 Type of Measurable Skill Gains



Measurable Skill Gains Timeline

Measurable Skill Gains (MSG) is the only real time measure. (It is not an exit-based measure) and must be attained within the program year (July – June). Each participant must have 1 gain per participation period.

July	August	September	October	November	December	January	February	March	April	May	June	July	August	September	October	November	December	January	February	March	April	May	June
Training or Education												Job Search											
	Set MSG										Status must be Attained (with a date) or Set, but not Attained on June 30												
Training or Education																							
Set MSG											Status must be Attained (with a date) or Set, but not Attained on June 30	Set MSG											Status must be Attained (with a date) or Set, but not Attained on June 30
Training or Education																							
				Set MSG							Status must be Attained (with a date) or Set, but not Attained on June 30	Set MSG											Status must be Attained (with a date) or Set, but not Attained on June 30
Training or Education																							
											MSG must be entered and Status must be Attained (with a date) or Set, but not Attained on June 30	Set MSG											Status must be Attained (with a date) or Set, but not Attained on June 30

Effectiveness in Serving Employers

Federal Measures

Retention with the Same Employer

Percentage of participants with wage records who exit and were employed by the same employer in the second and fourth quarters after exit.

The number of participants with wage records who exit during the reporting period and were employed by the same employer during the second quarter after exit and the fourth quarter after exit **DIVIDED** by the number of participants with wage records who exit and were employed during the second quarter after exit.

Employer Penetration

Percentage of employers using WIOA core program services out of all employers in the State.

The total number of establishments, as defined by the Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages (QCEW), that received a service or, if it is an ongoing activity, are continuing to receive a service or other assistance during the reporting period **DIVIDED** by the total number of establishments, as defined by BLS QCEW. This measure is a unique count of employers using WIOA core programs. If an establishment receives, or continues to receive, more than one service during the reporting period (i.e., during the program year), that establishment should be counted only once in this calculation.

Repeat Business Customers – Not Reported to DOL

Percentage of employers who have used WIOA core program services more than once during the last three reporting periods.

The total number of establishments, as defined by Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages (QCEW) program, served during the current reporting period (i.e., one program year) and that during the prior three reporting periods have used core program services more than once **DIVIDED** by the number of establishments, as defined by BLS QCEW, served during the current reporting period.

State Measures

Average Number of Days to Fill Job Openings using ARIZONA@WORK Staff Assistance

Measured from the employers first contact requesting staff assistance filling a current available job opening to the job seekers start date, fulfilling the employers job opening.

Staff assisted job postings created within a 6-month period, the referrals that are associated with those job postings, and the number of days between the job posting create date and the job placement date. The sum of the total number of day is then divided by the total number of clients with a placement to obtain the average number of days to employment.



Percentage of employers who contacted an ARIZONA@WORK Job Center who confirm ARIZONA@WORK services assisted in identifying qualified job applications

Percentage will be derived from those employers providing a response to the DOL mandated survey

The following question was added to the 3-question DOL mandated survey:
“Did ARIZONA@WORK services assist in identifying qualified job applicants? Y or N (a comment box was added for detail)



Number of businesses whose worksites have been visited by an ARIZONA@WORK Business Service Representative

The DES Business Services team has been tracking this function manually. There is now a field in Arizona Job Connection for all state-wide business services to enter in their visits. **Remember a worksite visit is defined as a business whose worksite (place of business) has been visited by an ARIZONA@WORK Business Service Representative (may be a different title depending on area).

The DES Business Services team is implementing this metric at ARIZONA@WORK Job Center huddles.



Performance Timeframes

Program Year 2018 Annual Report

Program Year 2018 (PY18) Annual Report July 1, 2018 – June 30, 2019	
Report Due Date	October 1, 2019
Number Served (Reportable Individual)	7/01/18 to 6/30/19
Number Exited (Reportable Individual)	4/01/18 to 3/31/19
Funds Expended	7/01/18 to 6/30/19
Number Served (Participant)	7/01/18 to 6/30/19
Number Exited (Participant)	4/1/18 to 3/31/19
Employment Rate Second Quarter After Exit	7/01/17 to 6/30/18
Employment Rate Fourth Quarter After Exit	1/01/17 to 12/31/17
Median Earnings Second Quarter After Exit	7/01/17 to 6/30/18
Credential Attainment Rate	1/01/17 to 12/31/17
Measurable Skill Gains	7/01/18 to 6/30/19
Effectiveness in Serving Employers	7/01/17 to 6/30/18
Veterans' Priority of Service	7/01/18 to 6/30/19



Annual Performance Time Frames

Program Year 2018 July 1, 2018 - June 30, 2019

Program Year 2018 July 1, 2018 - June 30, 2019																													
Jan, 2017	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan, 2018	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan, 2019	Feb	Mar	Apr	May	Jun
																		Program Year											
														Exited															
						Employed in 2nd Qtr after Exit																							
Employed in 4th Qtr after Exit																													
						Median Earnings 2nd Qtr after Exit																							
Credential Attainment																													
																		Measurable Skill Gains											

Program Year 2018 Quarterly Report

Program Year (PY) 2018				
Time Periods To Be Reported				
Report Quarter	July – Sept.	Oct. – Dec.	Jan. – Mar.	Apr. – June
Report Due Date	14-Nov-18	14-Feb-19	15-May-19	14-Aug-19
Number Served (Reportable Individual)	10/01/17 to 9/30/18	1/01/18 to 12/31/18	4/01/18 to 3/31/19	7/01/18 to 6/30/19
Number Exited (Reportable Individual)	7/01/17 to 6/30/18	10/01/17 to 9/30/18	1/01/18 to 12/31/18	4/01/18 to 3/31/19
Funds Expended	10/01/17 to 9/30/18	1/01/18 to 12/31/18	4/01/18 to 3/31/19	7/01/18 to 6/30/19
Number Served (Participant)	10/01/17 to 9/30/18	1/01/18 to 12/31/18	4/01/18 to 3/31/19	7/01/18 to 6/30/19
Number Exited (Participant)	7/01/17 to 6/30/18	10/01/17 to 9/30/18	1/01/18 to 12/31/18	4/01/18 to 3/31/19
Employment Rate Second Quarter After Exit	10/01/16 to 9/30/17	1/01/17 to 12/31/17	4/01/17 to 3/31/18	7/01/17 to 6/30/18
Employment Rate Fourth Quarter After Exit	7/01/16 to 3/31/17	7/01/16 to 6/30/17	10/01/16 to 9/30/17	1/01/17 to 12/31/17
Median Earnings Second Quarter After Exit	10/01/16 to 9/30/17	1/01/17 to 12/31/17	4/01/17 to 3/31/18	7/01/17 to 6/30/18
Credential Attainment Rate	7/01/16 to 3/31/17	7/01/16 to 6/30/17	10/01/16 to 9/30/17	1/01/17 to 12/31/17
Measurable Skill Gains	10/01/17 to 9/30/18	1/01/18 to 12/31/18	4/01/18 to 3/31/19	7/01/18 to 6/30/19
Effectiveness in Serving Employers	10/01/16 to 9/30/17	1/01/17 to 12/31/17	4/01/17 to 3/31/18	7/01/17 to 6/30/18
Veterans' Priority of Service	10/01/17 to 9/30/18	1/01/18 to 12/31/18	4/01/18 to 3/31/19	7/01/18 to 6/30/19

Quarters highlighted in green indicate when four quarters of information will be available

Performance Time Frames by Quarter

Program Year 2018 July 1, 2018 - June 30, 2019

Program Year 2018 July 1, 2018 - June 30, 2019																														
1-Jul-16	Aug	Sept	Oct	Nov	Dec	1-Jan-17	Feb	Mar	Apr	May	Jun	1-Jul-17	Aug	Sep	Oct	Nov	Dec	1-Jan-18	Feb	Mar	Apr	May	Jun	1-Jul-18	Aug	Sep				
																								1st Qtr						
															Participants Served 10/01/2017 to 9/30/2018															
															Exiters 07/01/2017 to 6/30/2018															
			Employed in 2nd Qtr after Exit 10/1/2016 to 9/30/2017																											
Employed in 4th Qtr after Exit 7/1/2016 to 3/31/2017																														
			Median Earnings 2nd Qtr after Exit 10/1/2016 to 9/30/2017																											
Credential Attainment Rate 7/1/2016 to 3/31/2017																														
															Measurable Skill Gains 10/1/2017 to 9/30/2018															
1-Jul-16	Aug	Sept	Oct	Nov	Dec	1-Jan-17	Feb	Mar	Apr	May	Jun	1-Jul-17	Aug	Sep	Oct	Nov	Dec	1-Jan-18	Feb	Mar	Apr	May	Jun	1-Jul-18	Aug	Sep	Oct	Nov	Dec	
																											2nd Qtr			
															Participants Served 1/01/2018 to 12/31/2018															
															Exiters 10/01/2017 to 9/30/2018															
															Employed in 2nd Qtr after Exit 1/1/2017 to 12/31/2017															
*Employed in 4th Qtr after Exit 7/1/2016 to 6/30/2017																														
															Median Earnings 2nd Qtr after Exit 1/1/2017 to 12/31/2017															
															Measurable Skill Gains 1/1/2018 to 12/31/2018															
*Credential Attainment Rate 7/1/2016 to 06/30/2017																														
			Oct-16	Nov	Dec	1-Jan-17	Feb	Mar	Apr	May	Jun	1-Jul-17	Aug	Sep	Oct	Nov	Dec	1-Jan-18	Feb	Mar	Apr	May	Jun	1-Jul-18	Aug	Sep	Oct	Nov	Dec	
															Participants Served 4/01/2018 to 3/31/2019															
															Exiters 1/01/2018 to 12/31/2018															
															Employed in 2nd Qtr after Exit 4/1/2017 to 3/31/2018															
															Employed in 4th Qtr after Exit 10/1/2016 to 9/30/2017															
															Median Earnings 2nd Qtr after Exit 4/1/2017 to 3/31/2018															
															Measurable Skill Gains 4/1/2018 to 03/31/2019															
			Credential Attainment Rate 10/1/2016 to 9/30/2017																											
						1-Jan-17	Feb	Mar	Apr	May	Jun	1-Jul-17	Aug	Sep	Oct	Nov	Dec	1-Jan-18	Feb	Mar	Apr	May	Jun	1-Jul-18	Aug	Sep	Oct	Nov	Dec	
															Participants Served 7/01/2017 to 6/30/2018															
															Exiters 4/01/2018 to 3/31/2019															
															Employed in 2nd Qtr after Exit 7/1/2017 to 6/30/2018															
															Employed in 4th Qtr after Exit 1/1/2017 to 12/31/2017															
															Median Earnings 2nd Qtr after Exit 7/1/2017 to 6/30/2018															
															Measurable Skill Gains 7/1/2018 to 6/30/2019															

Resources

Training Employment Guidance Letter (TEGL) – 10-16, Change 1- Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III and Title IV Core Programs https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3255

TEGL 26-16, Guidance on the use of Supplemental Wage Information to implement the Performance Accountability Requirements under WIOA
https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5002

TEGL 14-18 Aligning Performance Accountability Reporting, Definitions, and Policies across Workforce Employment and Training Programs administer by USDOL.
https://wdr.doleta.gov/directives/corr_doc.cfm?docn=7611

WIOA Policy and Procedures Manual, Section 500 Training Services
<https://des.az.gov/services/employment/workforce-innovation-opportunity-act/policy-and-procedure-manual-workforce>



Questions or Clarifications



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