

WIOA Youth Performance

Wednesday, March 14, 2018



Workforce Innovation and Opportunity Act: Summary

34 CFR Parts 361 and 463

The **Departments of Education (ED)** and **Labor (DOL)** issue this Joint Final Rule to implement **jointly administered activities** authorized by title I of the Workforce Innovation and Opportunity Act (WIOA) **signed into law on July 22, 2014**. Through these regulations, the departments implement **workforce, education, and employment** system reforms and **strengthen the nation's public workforce development system**.

This Joint WIOA Final Rule provides guidance for **State and local** workforce development systems that **increase the skill and credential attainment, employment, retention, and earnings of participants**, especially those with **significant barriers to employment**, thereby **improving the quality of the workforce, reducing dependency on public benefits, increasing economic opportunity**, and enhancing the productivity and competitiveness of the nation.

What is WIOA Youth Performance?

- Under section 116(b)(2)(A) of WIOA, primary indicators of performance were established. These indicators are a way to calculate outcomes of participants who go through WIOA programs. Every two years each state negotiates performance goals with the federal government and must meet 90% of the negotiated goal.

Youth Definitions of a Customer

- **Inquirant** – application is not completed and certified in IWDS.
- **Applicant** – IWDS youth application is completed and the customer has been certified.
- **Participant/Registrant** – when the customer is enrolled in a service.

Youth Participant

- Definition of a Participant: reportable individual who receives services other than self-service or information-only services and has satisfied all applicable programmatic requirements including eligibility determination – For Youth this means:
 - Eligibility determination
 - Objective assessment
 - Individual service strategy

Youth Participant

- Once a youth has become a registered participant they will be included in performance.
- Even if a grantee lost contact with a youth participant, this youth participant will be part of performance. For example, if a grantee determines at the beginning of the grant they would be serving 50 youth, and the grantee registered a youth and they were determined eligible and received service, they will be included in the planned number of participants.
- If a youth drops out of the program and has been determined eligible and received service, they will be included in the youth performance participant pool.

Youth Program Exit

- Program exit occurs when the youth participant no longer received services for 90 days and has no additional services scheduled.
- The date of program exit is determined after 90 days of no services have elapsed and no future services are planned. At that point the date of program exit is applied retroactively to the last date of service.

WIOA Youth Primary Indicators of Performance

Employment
Rate 2nd Quarter
After Exit

Employment
Rate 4th Quarter
After Exit

Credential
Attainment
Rate

Measurable Skill
Gains

Primary indicator # 1 – Employment Rate 2nd Quarter After Exit

- Define: The percentage of youth participants who are in education or training activities, or in unsubsidized employment during the second quarter after exit from the program.
- Successful outcomes include unsubsidized employment, secondary education, post-secondary education and occupation skills training in 2nd quarter after exit from the program.
- Wage record information is downloaded into IWDS every quarter from the Illinois Department of Employment Security (IDES).
- Supplemental wage information is allowed to verify employment. This is wage information that is NOT from IDES wage record system. (self-employment, etc.)

Primary indicator # 2 – Employment Rate 4th Quarter After Exit

- Define: The percentage of youth participants who are in education or training activities or in unsubsidized employment during the fourth quarter after exit from the program. (**same rules as 2nd Q**)
- Supplemental wage records are allowed to verify employment.
- Wage record information is downloaded into IWDS every quarter from the Illinois Department of Employment Security (IDES).
- Supplemental wage information is allowed to verify employment. This is wage information that is NOT from IDES wage record system. (self-employment, etc.)

Primary indicator #3 – Credential Attainment Rate

Define: Percentage of youth participants enrolled in education or training program (excluding on the job training (OJT) and customized training) who attain a recognized postsecondary credential or secondary school diploma within 1 year after program exit.

- Only includes those who received training or education (*excluding OJT or Customized Training*)
- Credential can be obtained during the program or within 1 year (365 days) following exit
- **If participant obtains secondary school diploma or equivalent, they must also be employed or in an education/training program leading to a postsecondary credential within 1 year after exit.**

Primary indicator #3 - Credential Attainment Rate Parameters

- Participants who achieve multiple credentials should be reported based on the highest credential attained for that period of participation.
- A participant should only be included in the numerator and denominator of this indicator **once** per period of participation.
- (See TEGGL 10-16 Change 1. page 12 for Methodology/Calculation.)
https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3255

Primary indicator #3 - Who is Included in Youth Credential Attainment Rate?

For WIOA Youth:

- All In School Youth (ISY) are included
- Not all Out of School Youth (OSY) are included; only those in the following are included
 - Occupational skills training program
 - Secondary education (at or above 9th grade level)
 - Postsecondary education
 - Adult Education (at or above 9th grade level)
 - YouthBuild
 - Job Corps

Primary indicator # 3 – Credential Attainment

What type of credentials count?

- 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 or Federal Government, or an associate or baccalaureate degree
- Such certificates must recognize technology or industry/occupational skills for the specific industry/occupation rather than general skills related to safety, hygiene, etc., even if such general skills certificates are broadly required to qualify for entry-level employment or advancement in employment.

Primary indicator # 3 – Credential Attainment – Types of Credentials

1. Secondary School diploma or recognized equivalent
2. Associate Degree
3. Bachelor's Degree
4. Graduate degree for purposes of the VR program
5. Occupational licensure
6. Occupational certificate, including Registered Apprenticeship and Career and Technical Education educational certificates
7. Occupational certification
8. Other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment

Primary indicator # 3 – Credential Attainment

Examples of what type of credentials that count

Examples of Credentials that Meet the Definition:

- Certified Nursing Assistant (CNA) License
 - Example of Occupational Licensure
- Automotive Service Excellence (ASE) Certification
 - Example of Occupational Certification

Primary indicator # 3 – Credential Attainment

What type of credentials Do NOT count?

- Certificates that **DO NOT** document the measurable technical or industry/ occupational skills necessary to gain employment or advance within an occupation.
- Examples include:
 - OSHA 10 Hour Course that provides awareness of job-related common safety and health hazards
 - Work readiness certificates, ie; food handlers, CPR/First Aid certifications...
 - Completion or orientation or mobility training
 - Workforce Development Board (WDB) certificates

Primary indicator # 4– Measurable Skill Gains (MSG)

- Define: The percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.
 - Only count once time in a reporting period (i.e., program year) regardless of how many skill gains are attained.
 - The MSG indicator measures progress in a program year; it is not exit-based.
 - Note: Youth participants (who are in education or training) are included in the indicator regardless of how long they have participated in the program year – (reporting period **7-1 through 6-30**) Give examples.

Primary indicator # 4– Measurable Skill Gains (MSG)

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 - Postsecondary education
 - Adult Education (at or above 9th grade level)
 - YouthBuild
 - Job Corps
- Note: same Youth participants included as in credential indicator.

Primary indicator # 4 – Measurable Skill Gains (MSG) – Five Types of MSG's

- Achievement of at least one educational functioning level, if receiving instruction below postsecondary education level
 - The three ways to measure EFL gains are in TEGL 10-16, Change 1
- Attainment of secondary school diploma or equivalent
- Secondary or postsecondary transcript for sufficient number of credit hours
 - Secondary: transcript or report card for 1 semester
 - Postsecondary: at least 12 hours per semester or, for part-time students, a total of at least 12 hours over 2 completed semesters during a 12 month period

Primary indicator # 4 – Measurable Skill Gains (MSG) Five Types of MSG's (continued)

- Satisfactory or better progress report, toward established milestones, such as completion of a OJT or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training
- Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

Thank you!

Questions?????

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