



Illinois  
Department of Commerce  
& Economic Opportunity

# Illinois Youth Career Pathway Grant Opportunity

## Technical Assistance Session



*Illinois Department of Commerce and Economic Opportunity*

# Moderator & Technology Support



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**icsps** impacting  
educational  
equity

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# Access and Participation Guidelines

## Meeting Access

- Select the “Call Me” option on Zoom to use your phone for audio while using the video option, if you choose.
- This webinar will be recorded and posted to IWN.

## Meeting Participation

- Everyone will be muted for this webinar.
- A FAQs Page has been created to track questions raised during the webinar.
- Materials shared during the meeting will be available on workNet.

# Objectives for Today's Webinar

## **Provide an Overview of WIOA Title I Youth Performance Measures:**

- What are the WIOA Youth Performance Indicators?
  - 5 Measures – Employment and Training Related methodology
- WIOA Participation vs. Exit and performance impact-
- Expectations of Performance –
  - What are “Goals” for Youth outcomes?
  - Meeting/Exceeding/Failing Negotiated Levels of Performance –
- Data Entry:
  - Follow-Up Requirement and Performance impact

## WIOA Title I YOUTH Performance Measures

YOUTH Grantee's will work with and provide WIOA services for WIOA "Participants" and "Exiters".



### WIOA Participant:

A reportable individual who has received services after satisfying all applicable programmatic requirements for the provision of services, such as eligibility determination.



### Program Exit -

The date of exit from the program is the last date of service. The date cannot be determined until 90 days have lapsed since the participant received his last services and no future services are planned.

Once a Youth customer is "exited" from the program, they are considered an "Exiter" and are required to receive follow-up services. Performance Reporting starts at EXIT.

# WIOA Title I YOUTH Performance Measures: FIVE Indicators of Youth Performance -

Youth Employment or Education Rate 2<sup>nd</sup> Quarter After Exit

Youth Employment or Education Rate and 4<sup>th</sup> Quarter After Exit

Median Earnings 2<sup>nd</sup> Quarter After Exit

Credential Attainment Rate

Measurable Skill Gains (MSG)

# WIOA Title I YOUTH Performance Measures: EMPLOYMENT Related Measures-

Youth Employment or Education Rate 2<sup>nd</sup> Quarter  
After Exit

Youth Employment or Education Rate and 4<sup>th</sup>  
Quarter After Exit

Median Earnings 2<sup>nd</sup> Quarter After Exit

# WIOA Title I YOUTH Performance Measures

## YOUTH Employment *or Education* Rate 2<sup>nd</sup> Quarter After Exit

**Who is in the measure? All Youth who exit the program.**

- Define: The percentage of participants who are in employment or education/training during the second quarter after exit from the program.
- Supplemental wage information is allowed to verify employment.
- Calculation:

The number of participants who exited during the reporting period who are found to be employed in the second quarter after exit  
DIVIDED by the number of participants who exited during the quarter.

# WIOA Title I YOUTH Performance Measures

## YOUTH Employment *or Education* Rate 4<sup>th</sup> Quarter After Exit

**Who is in the measure? All Youth who exit the program.**

- Define: The percentage of participants who are in employment or education/training during the fourth quarter after exit from the program.
- Supplemental wage information is allowed to verify employment.
- Calculation:

The number of participants who exited during the reporting period who are found to be employed in the second quarter after exit  
DIVIDED by the number of participants who exited during the quarter.

# WIOA Title I YOUTH Performance Measures

## Youth Employment *or Education* 2<sup>nd</sup> and 4<sup>th</sup> Quarters Post EXIT:

- NOTE: The Illinois Workforce Development System (IWDS) uploads wages from IDES to count towards employment performance rates. In addition, supplemental wages recorded will count towards positive performance outcomes.
- For YOUTH, entry into POST-Secondary Education counts: This means the system will report a POSITIVE Performance outcome for youth who *go into Post-Secondary, Advanced Academic, Occupational Skills Training ONLY IF these outcomes are recorded in the Illinois Workforce Development System (IWDS).*



# WIOA Title I YOUTH Performance Measures: Median Earnings 2<sup>nd</sup> Quarter after Exit

**Who is in the measure? All Youth who exit the program and are employed in the 2<sup>nd</sup> Quarter after they exit.**

- Define: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.
- Participants who exited and are not employed in the 2<sup>nd</sup> exit quarter will not count in this measure.
- Supplemental wage information can be used to verify wages.
- Calculation/ Methodology:  
Total quarterly earnings for all participants employed in the second quarter after exit are collected. The wage information values are listed in order from the lowest to highest value and the value in the middle of this list is the median earnings value.

# WIOA Title I YOUTH Performance Measures: Median Earnings 2<sup>nd</sup> Quarter after Exit

- The median is the number that is in the middle of all of the wages that are listed. For example: \$18,000 is the Median wage in this example.
- \$8,100
  - \$11,000
  - \$15,350
  - \$17,000
  - **\$18,000**
  - \$24,500
  - \$26,000
  - \$34,000
  - \$48,000

# WIOA Title I YOUTH Performance Measures: Median Earnings 2<sup>nd</sup> Quarter after Exit

- When the list is an even number of wages, the Median is calculated by finding the average of the two middle wage values – in this scenario the Calculated Median is \$19,000.
- \$8,100
  - \$11,000
  - \$15,350
  - \$17,000
  - \$18,000
  - \$20,000
  - \$24,500
  - \$26,000
  - \$34,000
  - \$48,000

## WIOA Title I YOUTH Performance Measures: TRAINING Related Measures-

Credential Attainment Rate – Credentials earned anytime during participation or up to one year after program exit

Measurable Skill Gains (MSG) – Gains are required in each year of participation in the program.



# WIOA Title I YOUTH Performance Measures: Credential Attainment Rate

- **Define:** The percentage of those participants enrolled in an education or training program who attain a recognized **postsecondary** credential or a **secondary** school diploma, or its recognized **equivalent**, during participation *in or within one year after exit* from the program.
- Who is in the Measure? Only Youth who received a WIOA training or education service.
- On –the –Job Training (OJT) and customized training do not count as credentials for this measure
- Credentials can be obtained during the program or within 1 year following exit.

## **WIOA Title I YOUTH Performance Measures: Credential Attainment Rate**

- **If a participant obtains a secondary school diploma or equivalent, in order to count in the numerator, (as a positive) they must also be employed or in an education/training program leading to a postsecondary credential within one year after exit.**
- Participants who achieve multiple credentials should be reported based on the highest credential attained for that period of participation.
- (See TEGL 10-16 Change 1. page 12 for Methodology/Calculation.)

## **WIOA Title I YOUTH Performance Measures: Credential Attainment Rate – Industry Recognized Credentials**

- 1. Secondary School Diploma or recognized equivalent**
- 2. Associate's 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**



## WIOA Title I YOUTH Performance Measures: Credential Attainment Rate – Industry Recognized Credentials

- 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.



## WIOA Title I YOUTH Performance Measures: Credential Attainment Rate – Industry Recognized Credentials

- 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 or OSHA 30 hour safety courses
  - Work readiness certificates, ie; food handlers, CPR/First Aid certifications...
  - Completion of orientation or mobility training
  - Workforce Development Board (WDB) certificates

# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## Overview:

ONE Measure – MANY ways to achieve a positive outcome!

- The purpose of the MSG indicator is to track and measure important progressions and achievements made by WIOA participants, who are enrolled in training or education, through pathways and towards various goals of their individual programs.
- The measure “is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the vision for a workforce system that serves a diverse set of individuals...”

# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs) – 5 Types

Post-Secondary  
Transcript/  
Report Card

Secondary  
Transcript/  
Report Card

Training Milestone

Skills Progression/  
Diploma/Certificate

Educational  
Functioning  
Level (EFL)  
(two ways)

# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## Who is in the measure?

- 1.) All In-School Youth are included in the measure.
- 2.) **Out-of-School Youth (OSY)** who, during a Program Year (PY), enroll in a training program or secondary education or post-secondary education leading to a diploma, GED or certificate.

# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## 1) Post-Secondary Transcript/Report Card:

- Full time Students must achieve minimum of 12 credits within one semester.
- Part-time students must achieve a minimum of 12 credits completed (in accordance with the institutions standards) in two consecutive semesters within the same 12-month period. If the first semester begins in one PY and the second semester ends in the next Program Year (PY), the MSG would be achieved in the PY that the second semester ends.
- Documentation: Transcript or Report Card that shows a participant is meeting the State unit's academic standards. The documentation must included whether the participant is enrolled full-or part-time.

# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## 2) Secondary Transcript/Report Card:

- Applies to participants without a high school diploma or GED at program entry.
- Documentation: Participant's transcript or report card for secondary education for one semester showing that the participant is demonstrating satisfactory achievement in all classes. The semester must be within the Program Year of participation (PY).

## WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

Two “rules” that apply to both the **Post-Secondary and Secondary Transcript/Report Card** skill gain types:

- The report card/transcript must *not* show that the participant dropped out of school, was removed from the institution, or any other condition that indicated removal on academic or conduct grounds.
- Any reasonable verification of a transcript or report card will meet the requirement for documentation such as an unofficial transcript or online report card.

# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## Training Milestone:

- **“Satisfactory or better progress report towards established milestones...”** These may reflect on a participant’s Individual Employment Plan (IEP) or other established goals.
- Documentation for this gain may vary, as *Programs should determine appropriate methodologies based upon the nature of services being provided.*
- Training milestones are *not necessarily* based on a written exam or test.

# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## Training Milestone:

- “Satisfactory or better progress report towards established milestones, such as completion of OJT or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training.” Progress reports must document substantive skill development.
- Training reports on milestones completed as individual masters the required job skill or steps to complete a program, for example an OJT or Registered Apprenticeship (RA).
- Pay stubs showing increases in pay resulting from new skills or increased performance.

# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## Skills Progression/Diploma/Certificate:

- **“Successful passage of an exam that is required for an occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks, such as knowledge based exams.”**
- Skills Progressions are documented by passage of a written assessment or exam leading to a credential or certificate.
- This gain may include a High-School Diploma or GED, an Industry Recognized Credential or Certificate or an Associates or Bachelor’s Degree.



# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## Examples:

- passage of an exam/component in a Registered Apprenticeship program,
- employer-required knowledge-based exam,
- satisfactory attainment of an element on an industry or occupational competency-based assessment or
- other completion test necessary to obtain a credential.

## WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

*There are two ways an individual can achieve an Educational Functioning Level (EFL) gain for MSG...*

- 1) Assessment Test Scores:** Documented achievement of at least one EFL of a participant who is receiving instruction below the postsecondary level.
  - One full EFL gain is required and is measured by comparing a participant's pre- and post-test scores.
  - IWDS calculates this MSG by the client's test scores that are entered into IWDS. The system will automatically record a gain when there is an EFL gain recorded.



# WIOA Title I YOUTH Performance Measures: Measurable Skill Gains (MSGs)

## MSGs for Educational Functioning Levels (EFLs):

### 2) EFL Gain for Entry into Post-Secondary Education:

An EFL gain may be reported for participants who exit a program below the postsecondary level and enroll in postsecondary education and training during the program year.

#### What is this Measuring?

Customers who participated in WIOA and, after their program ended, they enrolled in a post-secondary school or training on their own, within the Program Year (PY').

# Federal Guidance on WIOA Performance Measures

## US/DOL Guidance

- WIOA Performance Guidance Documents -USDOL/ETA Training and Employment Guidance Letters -TEGLs:
- **TEGL 10-16 Change 1.** – Performance Accountability Guidance for WIOA Title I, Title II, Title III and Title IV Core Programs. August 24<sup>th</sup>, 2016  
[https://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=3255](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3255)
- **TEGL 14-18**– Aligning Performance and Accountability Reporting, Definitions and Policies Across Employment and Training Administration by USDOL. March 25<sup>th</sup>, 2019  
[https://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=7611](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=7611)
- **TEGL 21-16:** (Youth) Third Workforce Innovation and Opportunity Act (WIOA) Title I Youth Formula Program Guidance, March 2, 2017  
[https://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=3851](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3851)

# Serving Youth Participants in WIOA

## Basic Career Services

- Referrals
- Job Search Assistance
- LMI Information
- UI Information and Assistance
- Financial Aid Assistance

**Note: Basic Career Services are not received at the Participant level as they are not enrolling services and the recipient is only being reported as a Reportable Individual.**

## Individualized Career Services

- Assessments
- IEP
- Group Counseling
- Career Planning
- Pre-Vocational
- Internships/WE
- Workforce Preparation
- Financial Literacy
- Out-of-Area Job Search and Relocation
- English Language Acquisition

**Note: Participant level services that trigger performance reporting.**

## Training Services

- Occupational Skills Training
- On-the-Job Training
- Incumbent Worker Training
- Skills Upgrading
- Entrepreneurial Training
- Customized Training
- Adult Education and Literacy
- Job Readiness Training
- Transitional Training

**Note: Participant level services that trigger performance reporting.**

## Supportive Services

- Child Care Assistance
- Dependent Assistance
- Transportation Assistance
- Needs Related Payments
- Reasonable Accommodations for Individuals with Disabilities
- Assistance with Work Attire, Tools and Equipment
- Assistance with Books, Fees and other necessary education items

**Note: May only be received while an Active Participant, except Youth Participants may receive during follow-up period.**

## Follow-Up Services

- Workplace Counseling
- Additional Career Planning and Counseling
- Peer Support Groups
- Information about Additional Education Opportunities and Community Supportive Services
- Case Management
- Adult Mentoring\*
- Financial Literacy Education\*
- LMI and other Employment Information\*
- Preparation for and Transition to Post-Secondary Education\*

**Note: Post-Exit services occurring after period of participation ends; and performance outcomes are attained post-exit during Follow-up.**

\* Indicates a Youth Participant Service

# WIOA Performance Goals & Outcomes

- States negotiate performance goals with Department of Labor
  - Illinois negotiated Title I goals May 2020
  - Same goals negotiated for Program Years 2020 and 2021
- Each Local Workforce Innovation Board negotiates performance goals with State of Illinois
  - Local negotiations occurred in October 2020
  - Same goals negotiated for Program Years 2020 and 2021
  - LWIBs assigned a negotiation team to represent them in negotiations



# WIOA Title I YOUTH Performance Measures : Negotiated Levels of Performance – “Goals”

PY 20/21 FINAL Negotiated Levels of Performance for WIOA Title I Youth					
WIOA Youth Performance Measures by Entity/Organization	Employment or Education Rate 2nd Quarter after Exit (YER2)	Employment or Education Rate 4th Quarter after Exit (YER4)	Median Earnings 2nd Quarter after Exit (YMER)	Credential Attainment within 4 Quarters after Exit (YCAR)	Measurable Skill Gains (YMSG)
<b>DCEO</b>	<b>73.5%</b>	<b>73.0%</b>	<b>\$3,275</b>	<b>65.0%</b>	<b>31.0%</b>
LWIA 1	73.0%	72.0%	\$3,500	78.0%	45.0%
LWIA 2	65.0%	65.0%	\$2,500	66.0%	32.0%
LWIA 3	67.0%	66.0%	\$3,100	65.0%	47.0%
LWIA 4	73.0%	72.0%	\$3,500	70.0%	54.0%
LWIA 5	78.0%	77.0%	\$4,000	61.5%	36.0%
LWIA 6	70.0%	69.5%	\$3,500	70.0%	42.0%
LWIA 7	72.5%	70.0%	\$3,275	67.5%	33.0%
LWIA 10	77.0%	74.0%	\$4,200	60.0%	35.0%
LWIA 11	68.0%	70.0%	\$3,825	63.0%	31.0%
LWIA 13	61.0%	57.0%	\$3,500	60.0%	50.0%
LWIA 14	75.0%	74.0%	\$3,275	78.0%	39.0%
LWIA 15	74.0%	72.5%	\$3,275	72.0%	50.0%
LWIA 17	80.0%	75.0%	\$3,600	79.0%	66.0%
LWIA 18	66.0%	63.0%	\$3,600	60.0%	31.0%
LWIA 19	74.0%	73.0%	\$4,100	72.5%	46.0%
LWIA 20	75.0%	75.0%	\$4,100	76.0%	58.0%
LWIA 21	78.0%	78.0%	\$3,800	73.0%	33.0%
LWIA 22	72.0%	72.0%	\$2,500	70.0%	30.0%
LWIA 23	66.0%	66.0%	\$3,200	60.0%	52.0%
LWIA 24	74.0%	73.0%	\$3,300	78.5%	33.0%
LWIA 25	74.0%	67.0%	\$3,275	65.0%	40.0%
LWIA 26	60.0%	58.0%	\$4,500	55.0%	31.0%

## WIOA Title I YOUTH Performance Measures: Negotiated Levels of Performance – “Outcomes”

MEET

- Performance Outcome Meets the goal or meets the threshold of 90% of the Negotiated Goal.

EXCEED

- Performance Outcome Exceeds the Negotiated Goal.

FAIL

- Performance Outcome is below the 90% threshold of the Negotiated Goal.



# WIOA Title I YOUTH Performance Measures: Negotiated Levels of Performance – “Outcomes”

Outcomes: MEET/EXCEED/FAIL

Example Calculation:

DCEO Negotiated Rate for Youth  
Employment Rate 2<sup>nd</sup> Quarter after Exit is  
**73.5%**

**Outcomes:**

Meet: Threshold (at 90%) is  $73.5 \times 90\% = 66.15$ . Any outcome from 66.15 to 73.5.

Exceed: 73.6 or Above.

Fail: 66.14 or Below.

PY 20/21 FINAL Negotiated Levels of Performance for WIOA Title I Youth					
WIOA Youth Performance Measures by Entity/Organization	Employment or Education Rate 2nd Quarter after Exit (YER2)	Employment or Education Rate 4th Quarter after Exit (YER4)	Median Earnings 2nd Quarter after Exit (YMER)	Credential Attainment within 4 Quarters after Exit (YCAR)	Measurable Skill Gains (YMSG)
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# WIOA Title I YOUTH Performance Measures: Negotiated Levels of Performance – “Outcomes”

- Statewide Performance Outcomes –
- Title I Youth Performance Outcomes in PY 2019

## Final Annual Outcomes

LWA: 00 - DCEO

Overall Outcome: **MEET**

Program Year: 2019

through

Program Quarter: 4

Performance Measurement	Negotiated Goal	90% Threshold	Actual Outcome	% of Negotiated Goal	% of Threshold Goal	Status
Youth Employment Rate Q2 (YER2) :	73.0%	65.7%	73.21%	100.29%	111.43%	EXCEED
Youth Median Earnings Rate Q2 (YMER) :	\$0.00	\$0.00	\$3,712.50	0.0%	0.0%	N/A
Youth Employment Rate Q4 (YER4) :	62.0%	55.8%	72.92%	117.61%	130.68%	EXCEED
Youth Credential Attainment Rate (YCAR) :	67.0%	60.3%	70.59%	105.36%	117.06%	EXCEED
Youth Measurable Skills Gain (YMSG) :	0.0%	0.0%	40.25%	0.0%	0.0%	N/A

# Serving Youth Participants in WIOA

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- LMI Information
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- Workforce Preparation
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- English Language Acquisition

**Note: Participant level services that trigger performance reporting.**

## Training Services

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- Case Management
- Adult Mentoring\*
- Financial Literacy Education\*
- LMI and other Employment Information\*
- Preparation for and Transition to Post-Secondary Education\*

**Note: Post-Exit services occurring after period of participation ends; and performance outcomes are attained post-exit during Follow-up.**

\* Indicates a Youth Participant Service

## WIOA Title I YOUTH Performance Measures: Required Follow-Up for Youth

- ❖ Follow-Up is REQUIRED for ALL Youth for ONE Year after EXIT.
- ❖ In WIOA, there are performance outcomes that are based on accomplishments like, education and training and employment and earnings that take place AFTER, or “POST Exit”.
- ❖ These “other” outcomes need to be manually recorded in IWDS in order to get credit for them for performance outcomes.

# WIOA Title I YOUTH Performance Measures: Required Follow-Up for Youth

## How will follow-up after Exit lead to positive performance outcomes?

- Receiving information and documenting education status, employment, credentials, plans, etc. is the only way to attain positive performance outcomes and achievements when they take place after exit – POST EXIT OUTCOMES.
  
- POST-Exit PERFORMANCE MEASURES:
  - Credential Attainment
  
  - YOUTH – Employment AND Education Rates – 2<sup>nd</sup> and 4<sup>th</sup> Quarters POST EXIT

# WIOA Title I YOUTH Performance Measures: Required Follow-Up for Youth

- **How will follow-up after Exit lead to positive performance outcomes?**
- **YOUTH Employment or Education Rate in 2<sup>nd</sup> and 4<sup>th</sup> Quarters POST Exit:**
  - The percentage of Youth who exit and are in employment OR education during the 2<sup>nd</sup> and/or 4<sup>th</sup> Quarter after exit.
  - For Youth, two ways to be a positive! Employment AND education status count towards a successful outcome!
  - In other words, if a Youth customer is not working, but in college, he will count as a positive for the Employment/Education Rate measure.
  - ONLY IF this education or training is recorded in IWDS in the POST Exit quarter!



# WIOA Title I YOUTH Performance Measures: Required Follow-Up for Youth

- **How will follow-up after Exit lead to positive performance outcomes?**
- **CREDENTIAL ATTAINMENT RATE:**
- Percentage of exiters who earned an Industry Recognized Credential during participation in the program or within one year (365 Days) after they exit.
- A High School Diploma *alone* does NOT count as a success for the credential attainment measure.
- If a customer received only a HS Diploma, he/she needs to be in a post-secondary/advanced training OR Employment within one year after exit to count (in the numerator) as a positive in the Credential Attainment measure.

