

Which Services Trigger Measurable Skill Gain (MSG)?

Quick Reference for Career Planners | IWDS 2.0 | All Services Below Are Training Services (Level 3)

Service	Adult (WIOA 1A)	Dislocated Worker (WIOA 1D)	Youth (WIOA 1Y)	Rapid Response (WIOA 1E)
OJT — Private Sector	✓	✓		✓
OJT — Public Sector	✓	✓		✓
Occupational Skills Training	✓	✓		✓
Occupational Skills Training (Youth)			✓	
Skill Upgrading and Retraining	✓	✓		✓
Entrepreneurial Skills Training	✓	✓		✓
Customized Training	✓	✓		✓
Prerequisite Training	✓	✓		✓
Registered Apprenticeship Program (RAP)	✓	✓	✓	✓
WIOA Title 1B Funded Adult Ed w/Training (ICAPS)	✓	✓		✓
Leadership Development			✓	
Training Paid by Non-WIOA Title I Funds	✓	✓	✓	✓

⚠ In-School Youth (ISY) Exception

In-School Youth are counted in the MSG denominator **every program year they participate in the program**, regardless of whether they are enrolled in any specific training service. ISY status alone is the trigger — no service from the table above is required.

What Happens When MSG Is Triggered?

1. An action item appears on the customer's Overview page indicating MSG is required.
2. The blue info box on the MSG section shows which Program Year(s) the customer triggered.
3. The "Add MSG" button is enabled. Navigate to Outcomes > MSG to record skill gains.
4. Record at least one MSG per triggered program year. The action item clears when an MSG is recorded.

See Part 2 (next page) for the full Goal → Objective → Service mapping by sub-program.

Part 2: Goal → Objective → Service Detail

This section shows the full career plan path that leads to each MSG-triggering service. Use this to understand which Goal and Objective selections result in a service that triggers MSG for the customer.

Note: Adult (1A), Dislocated Worker (1D), and Rapid Response (1E) share the same Goal/Objective/Service paths. Youth (1Y) has distinct paths shown separately.

Adult (1A) / Dislocated Worker (1D) / Rapid Response (1E)

Employment Goals

Goal	Objective	Service (Triggers MSG)
Take part in a hands-on work program to explore a new career in [Career Cluster] and build new skills.	Join On-the-Job Training (OJT) to learn skills and get paid experience in a specific industry.	OJT — Private Sector OJT — Public Sector
Start your own business in [Career Cluster] and build a strong future by being your own boss.	Take part in a training program to learn how to run a business and make a plan to start your own.	Entrepreneurial Skills Training
	Take part in leadership programs to get better at solving problems and making decisions.	Entrepreneurial Skills Training
	Learn how to manage money, plan for business costs, and find ways to get money to start a business.	Entrepreneurial Skills Training
	Use social media and other tools to help more people learn about your business or brand.	Entrepreneurial Skills Training

Education Goals

Goal	Objective	Service (Triggers MSG)
Get ready for or complete an Associate Degree in [career cluster].	Sign up for and take part in the degree program that matches your training and job goals.	Occupational Skills Training Training Paid by Non-WIOA Title I Funds
Get ready for or earn a Bachelor's Degree in [career cluster].	Sign up for and take part in the degree program that matches your training and job goals.	Occupational Skills Training Training Paid by Non-WIOA Title I Funds
Finish an ICAPS program to earn a certificate while building basic skills.	Sign up for and take part in required ICAPS courses.	WIOA Title 1B Funded Adult Ed w/Training
	Use tutoring or support made for ICAPS students.	WIOA Title 1B Funded Adult Ed w/Training
	Learn digital tools used in ICAPS programs.	WIOA Title 1B Funded Adult Ed w/Training
	Finish ICAPS classes that combine job training with reading, math, and other basic skills.	WIOA Title 1B Funded Adult Ed w/Training

Training Goals

Goal	Objective	Service (Triggers MSG)
Finish a training program to learn job skills in [occupation].	Finish required pre-requisite courses for training program.	Occupational Skills Training Training Paid by Non-WIOA Title I Funds
	Finish required training programs to join advanced training.	Prerequisite Training

	Sign up for and take part in WIOA-approved program for the job.	Occupational Skills Training Training Paid by Non-WIOA Title I Funds
	Sign up for training that results in additional skills or certifications.	Skill Upgrading and Retraining
	Take part in lab work and/or clinicals to gain hands-on skills.	Skill Upgrading and Retraining Occupational Skills Training Training Paid by Non-WIOA Title I Funds
	Sign up for and take part in customized training.	Customized Training
Finish a Registered Apprenticeship Program to achieve recognized certification.	Complete all steps to become an apprentice in an appropriate U.S. DOL RAP.	Registered Apprenticeship Program (RAP)
	Take part in and complete related training instruction (RTI).	Registered Apprenticeship Program (RAP)
	Finish OJT, lab work, or other learning needed for the apprenticeship.	Registered Apprenticeship Program (RAP)
	Apply newly acquired skills in project-based assignments.	Registered Apprenticeship Program (RAP)
	Keep good progress and skills during the apprenticeship.	Registered Apprenticeship Program (RAP)
	Get a Certificate for [specific course/program].	Registered Apprenticeship Program (RAP)
	Pass any required industry exams to finalize apprenticeship completion.	Registered Apprenticeship Program (RAP)

Youth (WIOA 1Y) — Out-of-School Youth (OSY)

The following paths apply to Out-of-School Youth. Remember: **In-School Youth (ISY) are always in the MSG denominator regardless of services** — the paths below are only needed to determine triggers for OSY.

Employment Goals

Goal	Objective	Service (Triggers MSG)
Build the skills you need to get and keep a job.	Build your leadership skills by taking part in hands-on workshops.	Leadership Development
	Practice English language skills needed for work and your community.	Leadership Development
	Engage in community service and learn through hands-on projects.	Leadership Development
	Be a peer mentor to support others in learning and gaining confidence.	Leadership Development
	Use what you know and share your thoughts to help make programs better.	Leadership Development
Start your own business in [Career Cluster].	Take part in leadership programs for problem solving and decision-making.	Leadership Development
Take part in a hands-on work program to explore a new career.	Practice networking by talking with others and sharing information.	Leadership Development

Education Goals

Goal	Objective	Service (Triggers MSG)
Get ready for or complete an Associate Degree.	Sign up for and take part in the degree program.	Occupational Skills Training (Youth) Training Paid by Non-WIOA Title I Funds
Get ready for or earn a Bachelor's Degree.	Sign up for and take part in the degree program.	Occupational Skills Training (Youth) Training Paid by Non-WIOA Title I Funds

Training Goals

Goal	Objective	Service (Triggers MSG)
Finish a training program to learn job skills.	Finish required pre-requisite courses.	Occupational Skills Training (Youth) Training Paid by Non-WIOA Title I Funds
	Sign up for WIOA-approved program for the job.	Occupational Skills Training (Youth) Training Paid by Non-WIOA Title I Funds
	Take part in lab work and/or clinicals.	Occupational Skills Training (Youth) Training Paid by Non-WIOA Title I Funds
Finish a Registered Apprenticeship Program.	Complete all steps to become an apprentice in a U.S. DOL RAP.	Registered Apprenticeship Program (RAP)
	Take part in and complete related training instruction (RTI).	Registered Apprenticeship Program (RAP)
	Finish OJT, lab work, or other learning needed for the apprenticeship.	Registered Apprenticeship Program (RAP)
	Apply newly acquired skills in project-based assignments.	Registered Apprenticeship Program (RAP)
	Keep good progress and skills during the apprenticeship.	Registered Apprenticeship Program (RAP)
	Get a Certificate for [specific course/program].	Registered Apprenticeship Program (RAP)

	Pass any required industry exams to finalize apprenticeship completion.	Registered Apprenticeship Program (RAP)
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Key Reminders

- **All MSG-triggering services are Training Services (Level 3).** No Basic Career Services or Individualized Career Services trigger MSG.
- **ISY = always on the hook.** In-School Youth are counted in the MSG denominator every program year they participate, with no triggering service required.
- **Program Year dates:** PY 25 = July 1, 2025 – June 30, 2026. PY 26 = July 1, 2026 – June 30, 2027. A service that spans two PYs puts the customer on the hook for MSG in both years.
- **One MSG per program year minimum.** If a customer is in the denominator for multiple PYs, they need at least one MSG recorded for each PY.
- **Counted once per PY.** Even if a customer has multiple triggering services in the same program year, they are only counted once in the denominator for that PY.
- **Any MSG type may apply.** Once a customer triggers the MSG denominator, the system does not restrict which MSG types are available. Any MSG type is valid as long as it is reasonable based on the career plan goals and objectives.

— End of Reference —