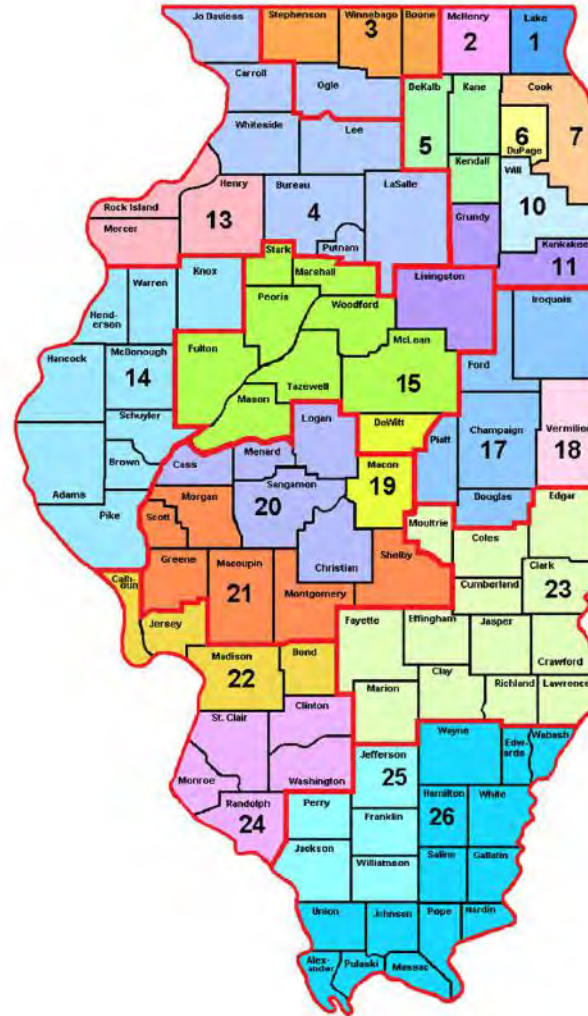




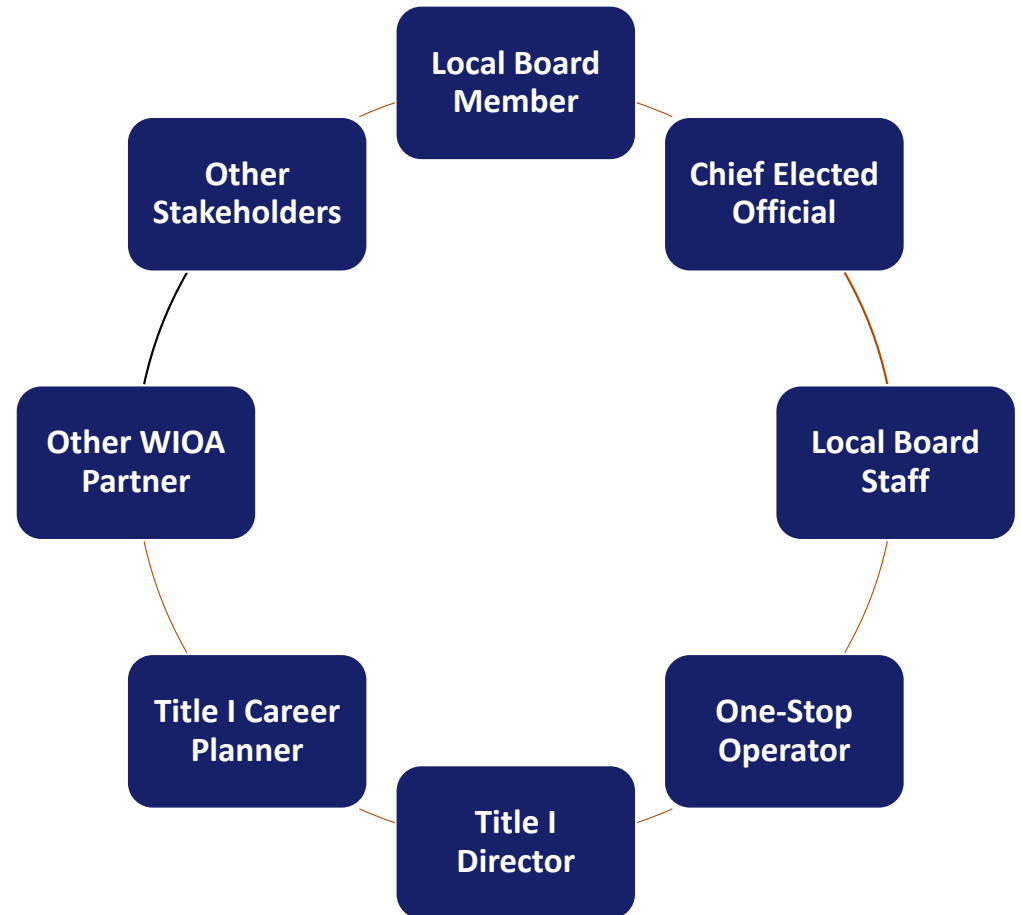
WIOA PRIMARY INDICATORS OF PERFORMANCE: CREDENTIAL ATTAINMENT

December 1, 2021

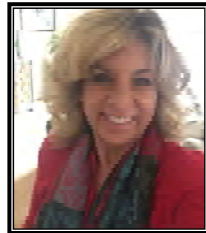
Where is Your Local Area?



What is Your Role in the WIOA System?



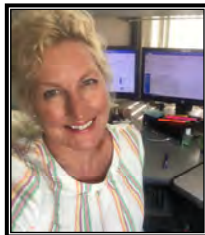
State Performance Management Team



- Patricia Schnoor
- Performance and Technology, Manager
- Office of Employment and Training - OET
- Illinois Department of Commerce and Economic Opportunity



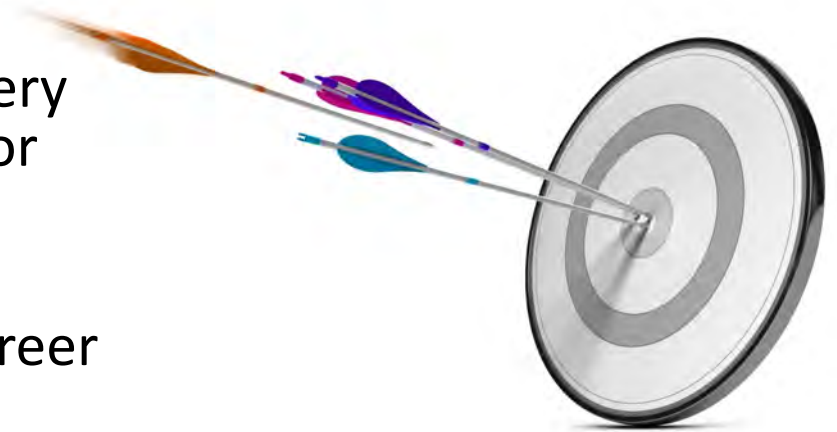
- Mark Burgess
- Performance Measures, Manager
- Office of Employment and Training - OET
- Illinois Department of Commerce and Economic Opportunity



- Paula Barry
- Reporting and Performance
- Office of Employment and Training - OET
- Illinois Department of Commerce and Economic Opportunity

Today's Objectives

- **Learn** about Credential Attainment Measure and Methods
- **Understand** participation and the Credential measure, how service delivery triggers inclusion in measure numerator and denominator
- **Determine** the Credentials needed for success as a part of a well-designed career pathway.
- **Document** Credentials following the regulations and guidance to ensure participants and programs get credit for gains achieved by participation in WIOA



Credential Attainment Scenario – 1



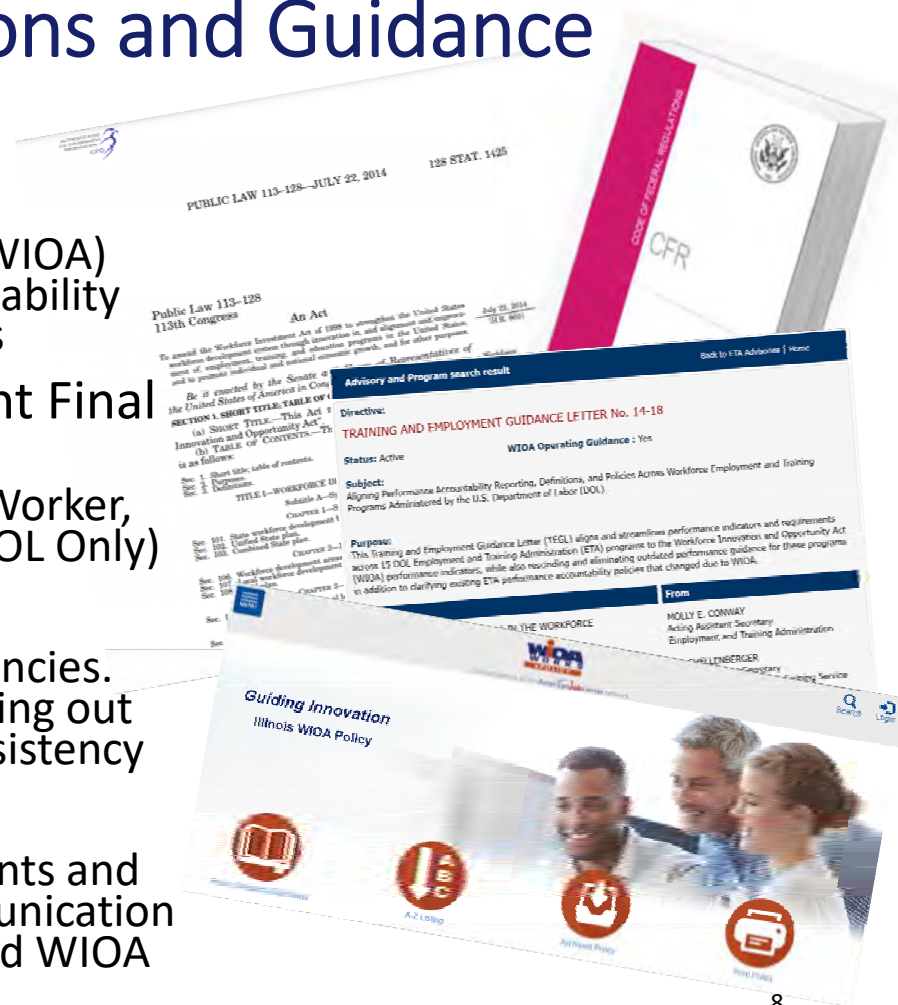
- Julia is a WIOA Youth participant who is attending high school and is classified as an in-school youth (ISY). She graduated from high school while in the WIOA program and exits shortly after.
- In the second quarter after exit, she attends community college. And in the fourth quarter after exit, she is no longer enrolled in community college and is not employed at any point during the four quarters after exit.
- **Is Julia included in the Credential Attainment Rate indicator?**
 - YES, numerator and denominator (performance success)
 - YES, denominator only (not a performance success)
 - NO

Credential Attainment – 1 Explanation

- The correct answer is **Yes, numerator and denominator** and Julia is considered a success for the Credential Attainment Rate indicator.
- Julia is included in the denominator because she is in education or training, in this instance high school. By definition, ALL In-School-Youth are in this measure.
- She is included in the numerator because she has both attained a high school diploma and attended an education program leading to a credential within one year after exit.
- If Julia is not attending community college and is also not employed or in another education or training leading to a credential during the one year after exit, she would not have been included in the numerator and would not have been considered a success.

Statute, Regulations and Guidance

- Statute
 - Workforce Innovation and Opportunity Act (WIOA) Section 116 establishes performance accountability requirements for the six core WIOA programs
- Regulations - WIOA-DOL only & WIOA Joint Final Rules
 - 20 CFR 676, 677, and 678 (Adult, Dislocated Worker, Youth, and Wagner-Peyser); 603, 651, 652 (DOL Only)
- Policy Guidance and Joint Issuances
 - Guidance is issued by each of the Federal agencies. “Joint Issuances” is the identical content coming out under each Federal partner’s vehicle, for consistency
- State and Local Policies and Guidance
 - Additional State and Local specific requirements and guidance through formal and informal communication with its grantees is issued through policies and WIOA notices



Credential Attainment Importance

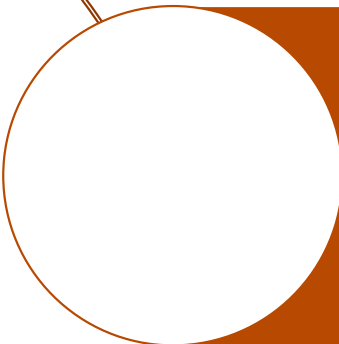
- Vital to developing a skilled workforce
- Support strong career pathways
- Identify qualified workers
- Can improve employability
- Document skills and knowledge
- May lead to higher earnings, career advancement and job security
- Earned in both short-term and long-term education and training plans



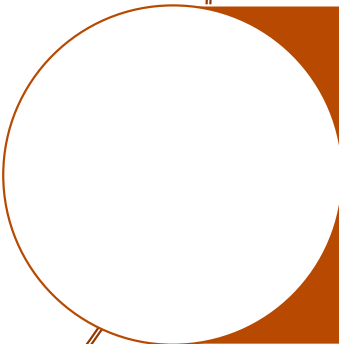
WIOA Primary Indicators of Performance



Key Terms and Definitions



Secondary Diploma or Equivalent:(commonly referred to as high school diploma) is one that is recognized by a state and that is included for accountability purposes under the Elementary and Secondary Education Act of 1965 (ESEA), as amended by the Every Student Succeeds Act (ESSA). A secondary school equivalency certification signifies that a student has completed the requirements for a high school education.



Recognized Postsecondary Credential: 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.

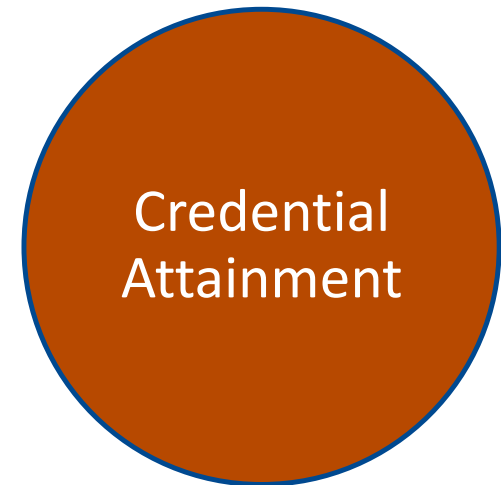


WIOA Primary Indicators of Performance

Overview - Understanding the Measure

Purpose: This indicator measures attainment of two types of credentials: a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent.

Concept: Credentials may contribute to improved employment retention and an increase in earnings. They also play an important role in developing a skilled workforce that meets the needs of business. They should attest to an individual's skills and competencies and serve as an important indicator that businesses can select from a pool of qualified individuals.



WIOA Primary Indicators of Performance



Credential Attainment

Who is in the measure?

- **All** In-School Youth are included in the measure.
- **Out-of-School Youth (OSY)** who, during a Program Year (PY), enrolled in any of the following: occupational skills training, secondary education at or above the 9th grade level during participation, and postsecondary education
- **Adults and Dislocated Workers** who, during a Program Year, are enrolled in education or training during participation in the program not including OJTs or Customized Training
 - ✓ Participants enrolled in work-based OJT or customized training only are excluded from this indicator because such training does not typically lead to a credential
 - ✓ Please see the Exclusions from Performance to identify participants excluded from the credential attainment indicator



PLEASE
NOTE

WIOA Primary Indicators of Performance



Credential Attainment

- Percentage of participants enrolled in education or training program who attain a recognized postsecondary credential or secondary school diploma during participation or within one (1) year after program exit.
 - ✓ Participants enrolled in work-based training (OJTs or customized training) are excluded from this indicator because they do not typically lead to a credential.

PLEASE
NOTE

WIOA Primary Indicators of Performance

“Special
Rule”
Credential
Attainment

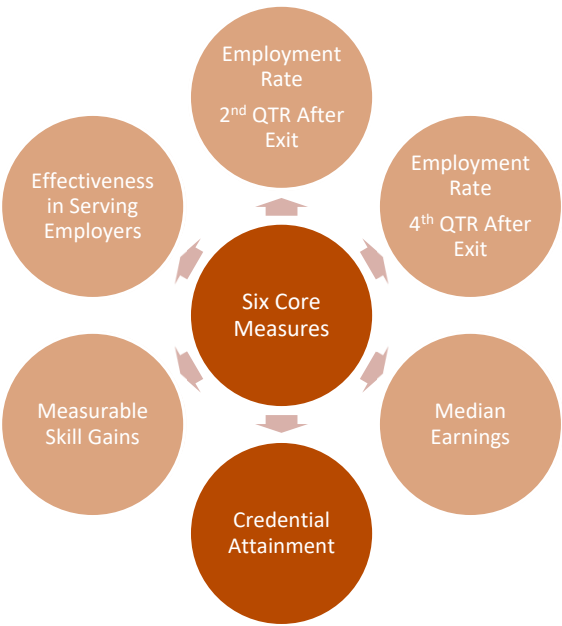
- “Special Rule” related to Secondary School Diploma
 - ✓ Participants who obtain a secondary school diploma or its recognized equivalent must also meet an additional condition before they are counted as a successful outcome (positive) and included in the numerator of the credential attainment indicator. These participants must be employed or enrolled in an education or training program leading to a recognized postsecondary credential within one year following exit.

PLEASE
NOTE

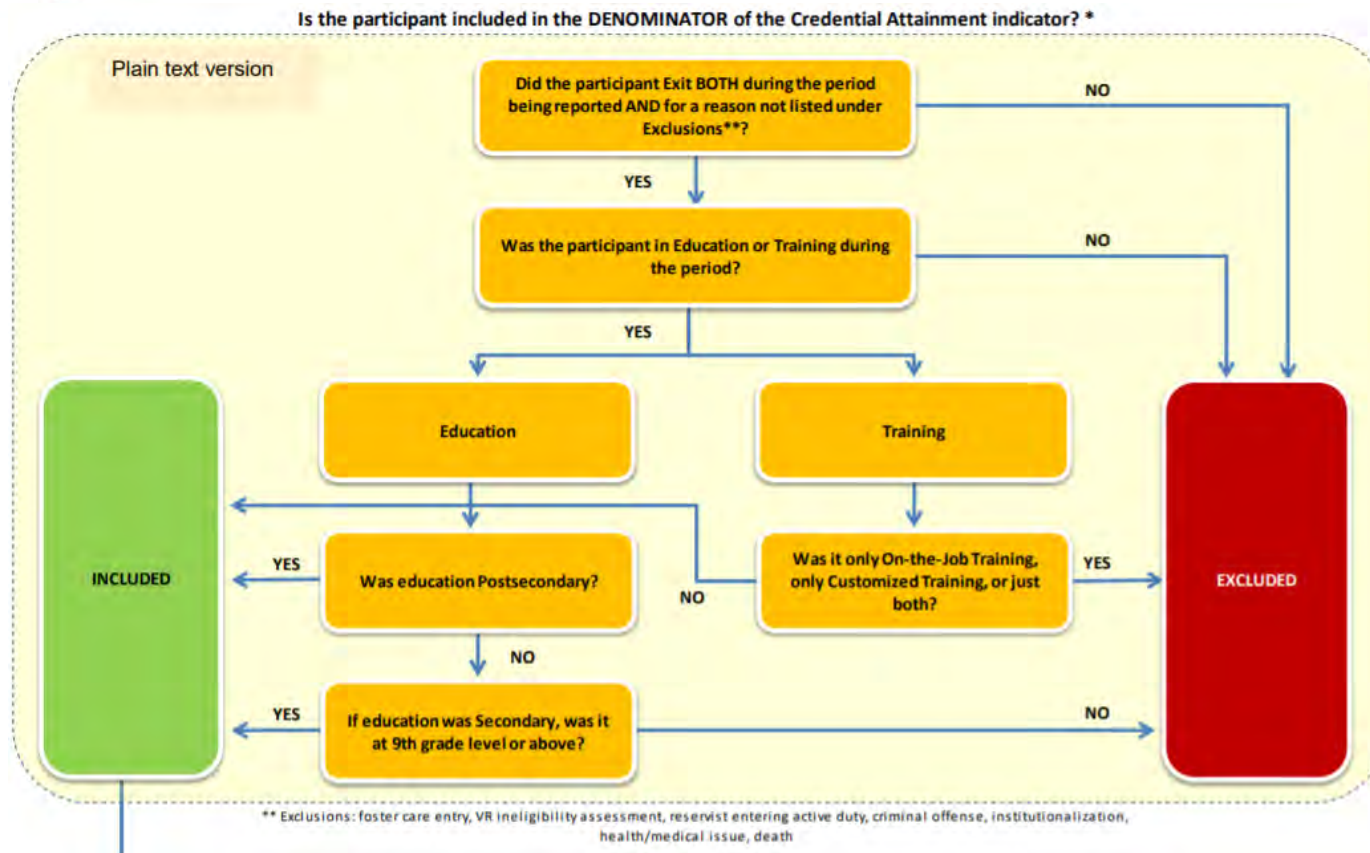
WIOA Primary Indicators of Performance

Calculation

- The number of participants who exited during the reporting period who obtained a recognized postsecondary credential during the program or within one (1) year after exit OR those who were in a secondary education program and obtained a secondary school diploma or its recognized equivalent during the program or within one (1) year after exit and were also employed, or in an education or training program leading to a recognized postsecondary credential (See the “Special Rule”) within one (1) year after exit DIVIDED by the number of participants enrolled in an education or training program (excluding those in OJT and customized training) who exited during the reporting period.

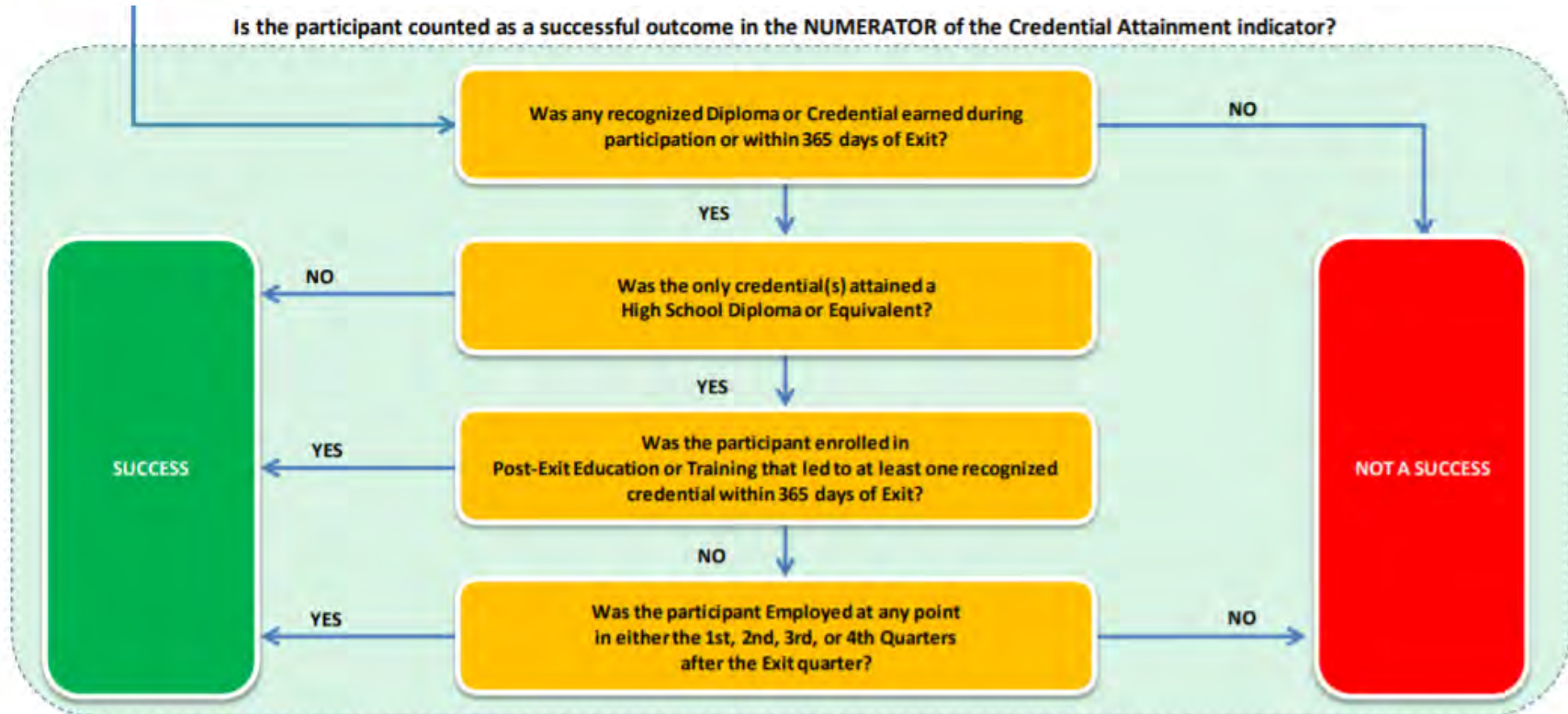


How is This Measure Calculated?



WIOA Desk Reference: Credential Attainment Decision Path

How is This Measure Calculated?



* Note that we start with the denominator because the numerator places a further restriction to participants counted in the denominator, which is represented by the blue arrow on the left crossing from the yellow bubble into the green bubble.

WIOA Desk Reference: Credential Attainment Decision Path

Characteristics of Credentials



Strengthen
the Value of
Credentials

- **Industry Recognized**
 - Developed and offered by nationally/regionally-recognized industry association or organization and accepted for purposes of hiring or recruitment
- **Stackable**
 - Part of a sequence of credentials that build up an individual's qualifications and assists in moving along a career pathway
- **Portable**
 - Recognized and accepted as verifying qualifications in multiple settings such as Registered Apprenticeship Programs (RAP) Certificates
- **Accredited**
 - Recognition by an independent, quality-review body is a valuable attribute and may be required by some institutions or programs

Credential Attainment Scenario – 2



- Lukas is a WIOA Adult program participant and attends occupational skills training to become a Certified Nursing Assistance (or CNA) so he can continue his education to become a Registered Nurse (RN). He receives his CNA license and begins work as a nursing assistant. Before he exits, he quits his CNA job and enrolls in community college to pursue the RN degree. He earns his RN degree and exits the Adult program.
- **Is Lukas included in the Credential Attainment Rate numerator or denominator?**
 - YES, denominator only
 - YES, numerator and denominator (performance success)
 - NO

Credential Attainment Scenario – 2 Explanation

- The correct response is **YES, Lukas is included in both the numerator and denominator.**
- Lukas is included in both the credential attainment rate numerator and denominator and is a success because while participating in the Adult program he attended an education or training program and attained a credential for his CNA license.
- He also earned a second credential for the Associate's Degree. Although all credentials earned may be recorded, only one credential is needed to count as a positive. The most recent credential earned should be recorded.

WIOA Primary Indicators of Performance



Types of Credentials

- **Secondary School Diploma or recognized equivalent**
- **Post-Secondary Education Credentials**
 - ✓ Associate's Degree
 - ✓ Bachelor's Degree
 - ✓ Graduate Degree for purposes of the VR program
 - ✓ Occupational Licensure
 - ✓ Industry-Recognized Occupational Certificate, including Registered Apprenticeship and Career and Technical Education educational certificates
 - ✓ Occupational Certification
 - ✓ Other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment

WIOA Primary Indicators of Performance

Certificates that Do NOT Count for the Credential Attainment Measure



- 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, food handlers, and CPR/First Aid certifications
 - ✓ Completion of orientation or mobility training
 - ✓ Workforce Innovation Board (WIB) certificates
- While these don't count towards a Credential Attainment measure, they are allowable WIOA services

Why Some Certificates Don't Count

Certificates that Do NOT Count for the Credential Attainment Measure

- While these can be useful in obtaining employment, these types of certificates do not document measurable technical or industry/occupational skills necessary to gain employment or advance within an occupation, nor are they recognized industry-wide
- However, as we learned in our webinar on Measurable Skill Gains, there might be instances where a credential or certificate NOT eligible to be counted in the Credential Attainment measure might be included in another measure such as the MSG



Credential Attainment Scenario – 3



- Sandi is a WIOA In-School Youth participant attending high school. She earns her high school diploma and exits the program. Over the next twelve months she was not employed but enrolled in a training program leading to a recognized postsecondary credential and graduated to earn the credential.

- **Is Sherry included in the Credential Attainment Rate?**
 - YES
 - NO

Credential Attainment Scenario – 3 Explanation

- The correct answer is **Yes**, Sandi is included in the Credential Attainment measure and would be considered a success.
- Sandi was enrolled in secondary education while a participant so she would be included in the denominator. Since she graduated from high school, earning her secondary credential during program participation, and enrolled in postsecondary education leading to a recognized credential within one year after program exit she would be included in the numerator.
- Because Sandi enrolled and earned the postsecondary credential after exit, she would not be credited with a second credential for the Credential Attainment measure.



Secondary Diploma or Equivalent

- For Youth Participants, there are many examples that might be accepted, including
 - Obtaining certification of attaining passing scores on a State-recognized high school equivalency test
 - Earning a secondary school diploma or State-recognized equivalent through a credit bearing secondary education program
 - Obtaining certification of passing a State-recognized competency-based assessment; and
 - Completion of a specified number of college credits
 - GED is a type of high school equivalency (HSE) certification.
 - Commonly known as General Educational Diploma or General Educational Development Test

PLEASE
NOTE



WIOA Primary Indicators of Performance

Need to Know

- A credential must be earned during the period of participation or up to one (1) year after program exit for it to be included in the numerator. Those earned prior to enrollment in the program or more than one (1) year after exit will be excluded from the numerator.
- Credentials must be documented in the system of record to be counted.
- Only one credential is needed during the period of participation to be a positive.
- Good follow-up may be key to positive performance as it pertains to documenting POST-EXIT outcomes such as verifying wages for employment to meet the Special Rule.
- More than one credential may be achieved by a participant, but only one counts for the measure. ALL known credentials need to be recorded.

WIOA Primary Indicators of Performance



Exclusions from Performance Measures

- **Exclusions for All WIOA Titles (Reported at EXIT)**
 - ✓ Incarceration or become resident of an institution
 - ✓ Medical treatment expected to last longer than 90 days
 - ✓ Participant is deceased
 - ✓ Member of the National Guard or other reserve military unit called to active duty for at least 90 days
- **Title IB Youth ONLY**
 - ✓ Participant is in Foster Care System and exits because of move from local area as part of program or system

Credential Attainment Scenario – 4



- Wilson enrolled in a training program leading to a recognized postsecondary credential before exiting the Title I Dislocated Worker program. He did not graduate from the program during participation or within one year after program exit.
-
- **Is Wilson included in the Credential Attainment Rate measure?**
 - YES, in the numerator and denominator (performance success)
 - YES, in the denominator only (not a performance success)
 - NO

Credential Attainment Scenario – 4 Explanation

- The correct answer is Yes in the denominator only.
- Wilson enrolled in a training program while a WIOA participant so they would be included in the denominator.
- He did not graduate from the program or earn a postsecondary credential during participation in the WIOA program thus he is not included in the numerator and is not a success in Credential Attainment measure.



USDOL Guidance on Performance Assessment

- TEGL No. 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 (August 23, 2017)
 - Provide sub-regulatory guidance on the requirements set forth in WIOA, related to the implementation and operation of the performance accountability system under section 116 of WIOA and the implementing joint regulations
- Training and Employment Guidance Letter (TEGL) 14-18, Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor (DOL) (March 25, 2019)
 - Align and streamline performance indicators across multiple USDOL programs to the WIOA indicators of performance.



Further USDOL Guidance

- TEGl 23-19 Guidance for Validating Required Performance Data Submitted by Grant Recipients of U.S. Department of Labor (DOL) Workforce Programs (June 18, 2020)
- Training and Employment Notice (TEN) 25-19 Understanding Postsecondary Credentials in the Public Workforce System (June 8, 2020)



Implementation of Performance Determination by Indicator

Title	Indicators of Performance	First Program Year for which Performance Success or Failure can be Determined ¹
Title IB	<ul style="list-style-type: none"> • Employment 2nd Quarter after Exit* • Median Earnings 2nd Quarter after Exit 	PY 2020
	<ul style="list-style-type: none"> • Employment 4th Quarter after Exit* 	
	<ul style="list-style-type: none"> • Credential Attainment 	PY 2022
	<ul style="list-style-type: none"> • Measurable Skill Gains 	



For WIOA Title IB Youth program, these indicators include placement in education or training.

¹ TEN 14-21 provided further guidance on the individual indicator scores subject to performance assessment

Credential Attainment Scenario – 5



- Sophia was enrolled in WIOA as an Out-of-School Youth with a HS Diploma. During the program, she completed an OJT and a paid work experience. She successfully completed the OJT and work experience program and was exited. Ten months later Sophia decided to go to part-time college using student loans to earn a Bachelors and was re-enrolled as an Adult in WIOA Career Services and another OJT before exiting the program.
- Is Sophia included in the Credential Attainment Rate measure during either one of her periods of participation?
 - YES, in the numerator and denominator (performance success) for both OSY and IA participation
 - YES, in the denominator only (not a performance success) for both OSY and IA participation.
 - YES in the denominator only for OSY participation.
 - No, not in denominator for either her OSY or IA participation.

Credential Attainment Scenario - 5 Explanation

- The correct answer is “No”— Sophia is not included in the denominator of the Credential Attainment Rate for either time she participated in WIOA as an Out-of-School Youth OR as an Adult.
- On the Job Training does not trigger inclusion in the Credential Attainment Rate measure in any program.
- Although Sophia was in a post-secondary occupational skills training when she returned to the program as an Adult, it was not funded by WIOA so it did not trigger inclusion in the Credential measure.
- And since her only services were career services and an OJT, Sophia will not be included in the measure denominator for her Adult participation, either.

Performance Resources



- [Workforce Innovation and Opportunity Act: Public Law; Final Rules, Joint Rule and Labor Only](#)
- [Workforce Innovation and Opportunity Act Section 116\(c\)](#)
- [U.S. DOL Training and Employment Guidance Letter \(TEGL\) No. 11-19, Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act \(WIOA\) Core Programs](#) (February 6, 2020)
- [Training and Employment Notice \(TEN\) No. 14-21](#) (October 27, 2021)
- [TEGL No. 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](#) (August 23, 2017)
- [TEGL No. 14-18, Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor \(DOL\)](#) (March 25, 2019)



What's Next in WIOA Performance Technical Assistance?



- **December 01, 2021, 1:00 – 2:30pm**
Credential Attainment – Understanding Reporting of Credentials
- **December 15, 2021, 1:00 – 2:30pm**
Employment-Related Measures – Understanding Employment Rate and Median Earnings Measures
- **January 12, 2021, 1:00 – 2:30pm**
Youth Performance
- **January 26, 2021, 1:00 – 2:30pm**
Program Exits
- **February 9, 2022, 1:00 – 3:00pm**
WIOA Performance Measures - Best Practices Virtual Roundtable
- **Calendar Year 2022**
Career Planning, Title I Services Matrix, Illinois Performance and Transparency System (IPATS), Effectiveness in Serving Employers, Local Negotiations for PY2022/2023, Performance Reporting, Annual Statewide Performance Report

To Subscribe to receive Workforce Weekly Professional Development Announcements:

<https://icsps.forms-db.com/view.php?id=149615>





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