



WIOA

Professional Development



WIOA TITLE I PERFORMANCE: TESTING YOUR KNOWLEDGE

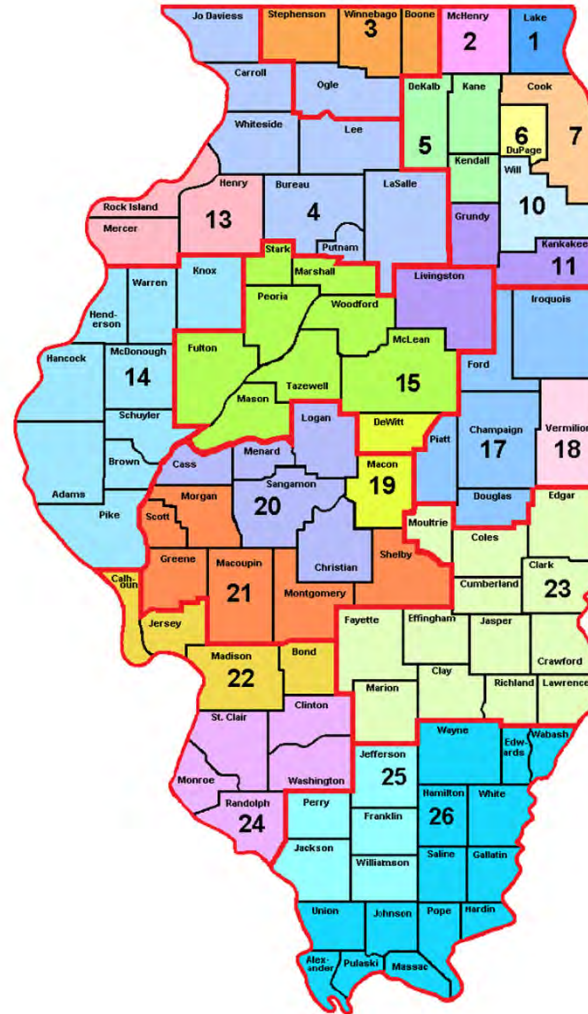
April 6, 2022



Kiersten Baer

- Digital Communications Manager
 - Illinois Center for Specialized Professional Support
- kmbaer@ilstu.edu
- 309-438-1838

Where is Your Local Area?



Which partner do you best represent?





State Performance Management Team



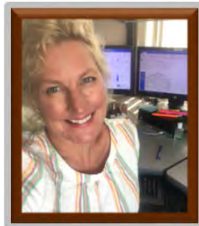
Patricia Schnoor

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



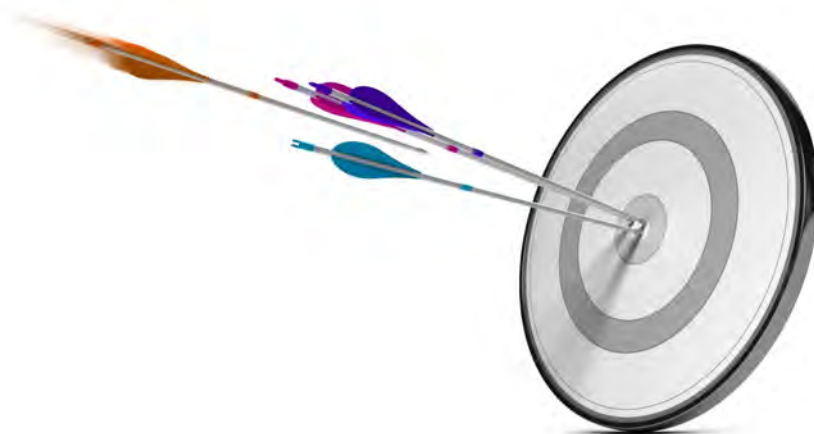
Paula Barry

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

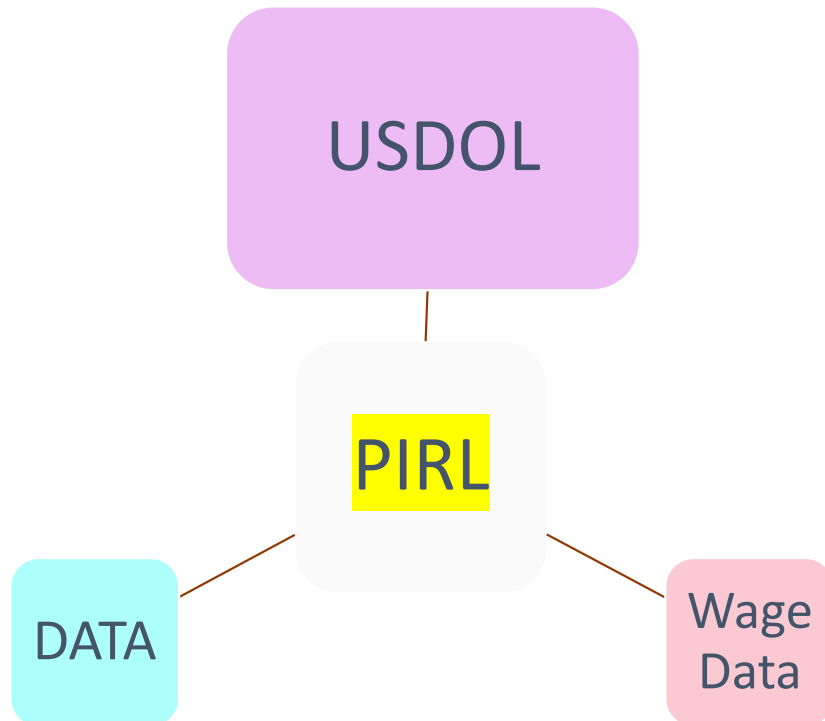
Today's Objectives

Performance Topics

- Brief Overview on Federal Reporting
- Key Terms/Definitions
- WIOA Performance Indicators
- Understand which participants count in the measures
- Review Performance Scenarios
 - Participate in answering questions on real live scenarios about WIOA Title I Adult, Dislocated Worker or Youth participants.
 - Provide decision paths – how you came to your answers
- Notes, Exits and the 90 Day No Service Rule



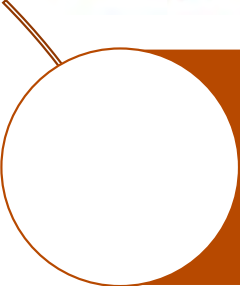
Statute, Regulations and Guidance



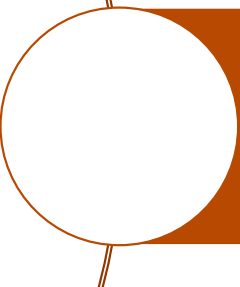
Quarterly Federal Reporting

- Each calendar quarter, the PIRL (Participant Information Record Layout) report is submitted to the USDOL.
- The PIRL contains both active participants as well as those that have exited up to 2 ½ years ago!
- Once submitted, the data in the PIRL are used to calculate our federal performance for the quarter.

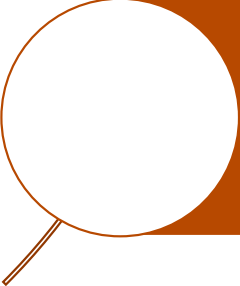
Key Terms and Definitions



Reportable Individual: An individual who has taken action that demonstrates an intent to use program services and who meets specific reporting criteria of the program, including identifying information, only use the self-service system, and receive information-only services or activities.

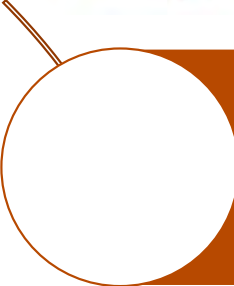


Participant: A reportable individual who has received services, other than those described in 677.150(a)(3), after satisfying all applicable programmatic requirements for the provision of services, such as eligibility determination.

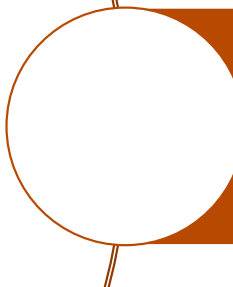


Title IB Youth Participant: A reportable individual who has satisfied all applicable program requirements for provision of services, including eligibility determination, an objective assessment, and development of an individual service strategy (ISS), and received at least 1 of the 14 WIOA Youth program elements.

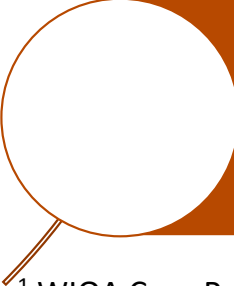
Key Terms and Definitions



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 last received services and no future services are planned.¹



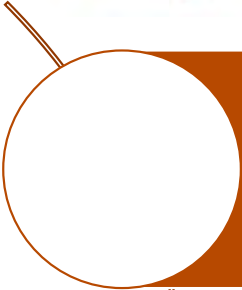
Common Exit: Occurs when a participant, enrolled in multiple partner programs, has not received services from any DOL-administered program in which the participant is enrolled, to which the common exit policy applies, for at least 90 days, and no future services are planned.



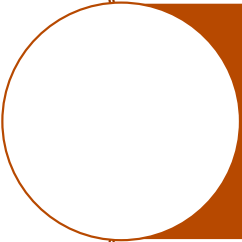
Period of Participation: For all indicators, except Measurable Skill Gains, a period of participation refers to the period of time beginning when an individual becomes a participant and ending on the participant's date of exit from the program.

¹ WIOA Core Programs may have additional criteria or clarification to define Exit from their program.

Key Terms and Definitions



Employment: Describes when an individual is working in a paid, unsubsidized job or working 15 hours or more a week in an unpaid job on a farm or business operated by a family member or participant.



Unsubsidized Employment: Employment in the private sector or public sector for which the employer does not receive a subsidy from public funds to offset all or a part of the wages and costs of employing an individual.



Supplemental Wage Information: Used when a program participant does not provide a social security number (SSN) for matching with quarterly Unemployment Insurance wage record information.

WIOA Primary Indicators of Performance



PROGRAM EXITS



- *An exit occurs when a participant has not received a staff-assisted “active” service for 90 consecutive days and no future services are planned. The exit date becomes the last day that the participant receives services.*

WIOA Primary Indicators of Performance



Program Exits

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



WIOA Primary Indicators of Performance

WIOA Title I Performance Measures - DESK GUIDE for Determining WHO IS IN Performance Measurements:

Are my participants counted in the measure? If I provide certain services, will their outcomes count towards the measure? Who is going to be in the "denominator" at exit?

WIOA Title I Performance Measures		Adult/DW	In-School-Youth (ISY)	Out of School Youth (OSY)
Employment/Wage Based	Employment Rate 2nd Quarter After Exit	YES. ALL WIOA Title I Adult and Dislocated Worker participants who are enrolled in any active career and/or training service and participate in the program are counted in the measures. Anyone enrolled in an Active WIOA Title I Service, regardless of the duration of participation will count towards performance when they exit the program. IA/ID Career Planning, IEP and Comprehensive and Specialize Assessments trigger participation.	YES. ALL Title I Youth who are enrolled in received one of the 14 Youth Program Elements are counted in these measures. Anyone enrolled in an Active WIOA Title I Service, regardless of the duration of participation will count towards performance when they exit the program. NOTE: YOUTH Career Planning, ISS and Comprehensive and Specialized Assessments DO NOT alone trigger participation. YOUTH must be provided at least one Youth Service Element to trigger participation/count in the measures.	
	Employment Rate 4th Quarter After Exit			
	Median Earnings 2nd Quarter After Exit			
Training Related	Credential Attainment Rate (In-Program or up to one year after exit)	ONLY IF Enrolled in one of the Following Services: Skill Upgrading and Retraining; Entrepreneurial Skills Training; Occupational Skills Training; Prerequisite Training; Registered Apprenticeship Program (RAP) Other Non-Occupational Skills Training; Non-Registered Apprenticeship Program	YES. All ISY at application are counted regardless of training enrollment during participation.	ONLY IF Enrolled in one of the Following YOUTH Training Services: Tutoring - Study Skills Instruction; Alternative School Services/Dropout Recovery; YOUTH Occupational Skills Training; Skill Upgrading and Retraining; Prerequisite Training; Registered Apprenticeship Program; Other NON Occupational Skills Training; Non-Registered Apprenticeship.
	Measurable Skills Gain (MSG)	ONLY IF Enrolled in one of the Following Services: *OJT (Public or Private) Skill Upgrading and Retraining; Entrepreneurial Skills Training; *Customized Training; Occupational Skills Training; Prerequisite Training; Registered Apprenticeship Program (RAP) Other Non-Occupational Skills Training; Non-Registered Apprenticeship Program	YES. All ISY at application are counted regardless of training enrollment during participation. ISY must achieve a MSG each PY they are enrolled.	ONLY IF Enrolled in one of the Following YOUTH Training Services: Tutoring - Study Skills Instruction; Alternative School Services/Dropout Recovery; YOUTH Occupational Skills Training; Skill Upgrading and Retraining; ***Customized Training; Prerequisite Training; Registered Apprenticeship Program; Other NON Occupational Skills Training; Non-Registered Apprenticeship.



WIOA Primary Indicators of Performance

2021			2021			2021			2021		
JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPT	OCT	EXIT QUARTER NOV	DEC

2022			2022			2022			2022		
JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC

2023			2023			2023			2023		
JAN	FEB	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPT	OCT	NOV	DEC

EXIT QUARTER = The Calendar Quarter of the Participants DATE of EXIT (Last Active Service).



WIOA Primary Indicators of Performance

Performance Measure		PY 2021 Cohort Exit Range	PY 2022 Cohort Exit Range
Employment/Wage Based	Adult/DW Employment Rate in the 2nd Quarter after Exit Youth: Employment, or Education/Training in the 2nd Quarter after Exit	July 2020 - June 2021	July 2021 - June 2022
	Adult/DW Employment Rate in the 4th Quarter after Exit Youth: Employment, or Education/Training in the 4th Quarter after Exit	January 2020 - December 2020	January 2021 - December 2021
	Median Wages in the 2nd Quarter after Exit	July 2020 - June 2021	July 2021 - June 2022
Training Related	Credential Attainment Rate	January 2020 - December 2020	January 2021 - December 2021
	Measurable Skills Gain (Participants)	July 2021 - June 2022	July 2022 - June 2023

Participants will impact performance measures for the PY Cohort depending on their respective Date of Exit/Exit Quarter.

Remember: The measures that track out to either the 2nd Quarter or the 4th Quarter after Exit are the same Cohort/Date Ranges for reporting. MSG is reflective of an FY time frame.

NOTE: Participants with Exit Dates between January through June will place the exiter in different Pys for reporting of the 2nd and 4th Quarter Measures.



WIOA Primary Indicators of Performance

Exit Quarter and POST Exit Quarters:

Josie exited on November 14th, 2021.

- What is her Exit Quarter? The Quarter of her Exit date falls in—
October through December, 2021.
- What is her 2nd quarter after Exit (or 2nd POST Exit Quarter)?
✓ = April through June, 2022.
- What is her 4th Quarter after Exit (or 4th POST Exit Quarter)?
✓ = October through December, 2022.

WIOA Primary Indicators of Performance



WIOA Primary Indicators of Performance



WIOA Primary Indicators of Performance

Employment
Rate
2nd Quarter
After Exit

PLEASE
NOTE

- Percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.
 - ✓ For Title IB Youth: percentage of participants in *education or training activities*, or in unsubsidized employment during the second quarter after exit.
 - ✓ All participants in all core programs are included in this indicator regardless of employment/education status at program entry.
 - ✓ Placement in Education and Training counts for Youth.



WIOA Primary Indicators of Performance

Employment Rate 2nd Quarter After Exit Scenario #1 - Natalie

- Natalie is a WIOA dislocated worker who was laid off from her job at a construction company and is working with a career planner on her specific interests. The career planner is aware of a training program in Information Technology (IT)/Business Analyst and after discussing the details with her, enrolls Nancy in the program.
- Natalie successfully completes the training program and exits the WIOA Dislocated Worker program in January 2022 and gets a job immediately. In August 2022, Nancy continues to work full-time for a new employer since she moved to another area in Illinois.
- Is Natalie counted in the measure for Employment Rate 2nd Quarter After Exit?
- Is Natalie a positive outcome in the Employment Rate 2nd Quarter After Exit?



WIOA Primary Indicators of Performance

Employment Rate 2nd Quarter After Exit Scenario #1 – Answers for Natalie

- Natalie is a WIOA dislocated worker who was laid off from her job at a construction company and is working with a career planner on her specific interests. The career planner is aware of a training program in Information Technology (IT)/Business Analyst and after discussing the details with her, enrolls Nancy in the program.
- Natalie successfully completes the training program and exits the WIOA Dislocated Worker program in January 2022 and gets a job immediately. In August 2022, Nancy continues to work full-time for a new employer since she moved to another area in Illinois.
- **Is Natalie counted in the measure for Employment Rate 2nd Quarter After Exit?**
YES. ALL WIOA Participants are included in the Employment Rate measures.
- **Is Natalie a positive outcome in the Employment Rate 2nd Quarter After Exit?**
Yes. Her Exit Quarter is Jan-Mar. Her 1st POST Exit Quarter = April-June. Her 2nd POST Exit Quarter is July- September, 2022. Therefore, since she had employment in August, 2022 she was employed in her 2nd Quarter after Exit which aligns with her positive outcome in the measure.

WIOA Primary Indicators of Performance



WIOA Primary Indicators of Performance

Employment
Rate
4th Quarter
After Exit

PLEASE
NOTE

- Percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.
 - ✓ For Title IB Youth: percentage of participants in *education or training activities*, or in unsubsidized employment during the fourth quarter after exit.
 - ✓ All participants in all core programs are included in this indicator regardless of employment/education status at program entry.
 - ✓ Placement in Education and Training counts for Youth.



WIOA Primary Indicators of Performance

Youth Employment & Education/Training Rate 2nd and 4th Quarters After Exit Scenario #2– Sara

- Sara is a WIOA Out-of-School Youth (OSY) participant being provided adult mentoring and participated in a Work Based Learning for a paid internship. After completing her internship, the employer hires her full-time and she also exits the WIOA Youth program.
- During follow-up, her career planner learns that Sara remains employed during her 2nd and 3rd quarter after exit, but, leaves her job in the first month of her 4th quarter after exit and enrolls in post-secondary education at a community college.

Is Sara counted in the Youth Employment/Education Rate 2nd and 4th Quarters After Exit?

Is Sara a positive outcome in the Employment/Education Rate 2nd Quarter After Exit?

How does she impact the measure in her 4th Quarter After Exit?



WIOA Primary Indicators of Performance

Youth Employment & Education/Training Rate 2nd and 4th Quarters After Exit Scenario #2– Answers for Sara

- Sara is a WIOA Out-of-School Youth (OSY) participant being provided adult mentoring and participated in a Work Based Learning for a paid internship. After completing her internship, the employer hires her full-time and she also exits the WIOA Youth program.
- During follow-up, her career planner learns that Sara remains employed during her 2nd and 3rd quarter after exit, but, leaves her job in the first month of her 4th quarter after exit and enrolls in post-secondary education at a community college.
- Is Sara counted in the Youth Employment/Education Rate 2nd and 4th Quarters After Exit?
YES. ALL WIOA participants are counted in them Employment Rate Measures.
- Is Sara a positive outcome in the Employment/Education Rate 2nd Quarter After Exit?
YES. She was employed during her 2nd Quarter after Exit.
- How does she impact the measure in her 4th Quarter After Exit?
Sara is a positive impact in the measure in her 4th quarter post-exit. Even though she was not employed, YOUTH who are found in an education or training count as a positive.

WIOA Primary Indicators of Performance



WIOA Primary Indicators of Performance

Median
Earnings
2nd Quarter
After Exit

PLEASE
NOTE

- The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program, as identified by direct UI wage record match, Federal or military employment records, or supplemental wage information.
 - ✓ *The difference between median and average:*
The average of {5, 6, 7, 9, 28} = 11
The median of {5, 6, 7, 9, 28} = 7
 - ✓ ONLY participants who have wages/are employed during the 2nd Quarter after Exit can impact the median wage measure.

WIOA Primary Indicators of Performance



WIOA Primary Indicators of Performance

- Recognized Post-Secondary Credential
 - Section 3(52) of WIOA defines “recognized postsecondary credential” 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 degree.*



Credential
Attainment

PLEASE
NOTE

WIOA Primary Indicators of Performance



Credential Attainment

PLEASE
NOTE

- 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.
- ✓ Only includes those who received training or education (excluding OJT or Customized Training) in denominator.

WIOA Primary Indicators of Performance

WHO IS IN THE MEASURE?

- ✓ All In-School-Youth (ISY) are in the measure each year they participate regardless of training/education.
- ✓ Adults/Dislocated Workers who are in any occupational skills training, **NOT Including OJT** and Customized Training.
- ✓ Out of School Youth who are in any occupational skills training, **NOT including OJT or Customized Training** or in any secondary education programs such as Alternative School/Dropout Recovery (ABE/GED), or YouthBuild or Job Corps.



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
 - ✓ 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 services



WIOA Primary Indicators of Performance

“Special
Rule”
Credential
Attainment

“Special Rule” for those attaining a high school equivalency or diploma:

Only included as a positive outcome, if within one year after exit, the participant is:

PLEASE
NOTE

- ✓ Employed
OR
- ✓ Enrolled in education or training leading to a postsecondary credential

WIOA Primary Indicators of Performance

Credential Attainment Rate Scenario #3- Julia

- Julia is a WIOA In-School-Youth (ISY) attending high school. She graduates from high school, earns her diploma, and exits the WIOA Youth program shortly thereafter. In her 2nd quarter after exit, she is attending community college. By her 4th quarter after exit, she is no longer attending college, nor is she working.
- Is Julia included in the credential attainment rate?
- Why?
- Is Julia a positive outcome in the Credential Attainment rate?
- Why?



WIOA Primary Indicators of Performance

Credential Attainment Rate Scenario #3– Answers for Julia

- Julia is a WIOA In-School-Youth (ISY) attending high school. She graduates from high school, earns her diploma, and exits the WIOA Youth program shortly thereafter. In her 2nd quarter after exit, she is attending community college. By her 4th quarter after exit, she is no longer attending college, nor is she working.
- Is Julia included in the credential attainment rate? Why?

YES. All In-School-Youth are in the measure.

- Is Julia a positive outcome in the Credential Attainment rate? YES.
- Why?

Since Julia's only credential was her GED, she needed to be employed or in training at some point up to a year after exit. Since she documented in Post-Secondary at on point during that time, she met that condition of the "Special Rule" and is a positive.



WIOA Primary Indicators of Performance

Credential Attainment Rate Scenario #4 - Ricardo

- Ricardo is an WIOA Title I Adult who was enrolled and successfully completed an OJT with a construction company. While he was in the OJT Ricardo received various supportive services. When Ricardo exited the program, he was hired into full-time employment with the company and remained employed for at least one full year after his exit from the program.
- Is Ricardo included in the credential attainment rate? Why or why Not?
- If, yes, is Ricardo a positive outcome in the Credential Attainment rate?



WIOA Primary Indicators of Performance

Credential Attainment Rate

Scenario #4 – Answers for Ricardo

- Ricardo is an WIOA Title I Adult who was enrolled and successfully completed an OJT with a construction company. While he was in the OJT Ricardo received various supportive services. When Ricardo exited the program, he was hired into full-time employment with the company and remained employed for at least one full year after his exit from the program.

- Is Ricardo included in the credential attainment rate? Why or why Not?

NO. Ricardo's only training in WIOA was an OJT. That service alone will not qualify, or count, a participant to be included in the Credential Attainment Rate measures. Adults and DW in an OJT only, and no other training are not "On-the-Hook" for earning their credential from the training.

- ~~• If, yes, is Ricardo a positive outcome in the Credential Attainment rate?~~



WIOA Primary Indicators of Performance

Credential Attainment Rate

Scenario #5 - Vanessa

- Vanessa is an Out-of-School Youth who graduated Highschool and attended some college *before* she was enrolled. During the program, she successfully completed a youth pre-apprenticeship program in IT. Vanessa was also provided many youth service elements during her participation including a Leadership Development Course. Vanessa was enrolled in a Registered Apprenticeship Program (RAP) for coding and software development but dropped out and enrolled in post-secondary at a community college to finish her associates. Prior to completion she moved to Arizona and was exited. During follow-up Vanessa stayed in touch and provided documentation that she earned her associates degree about 8 months after her exit date.
- Is Vanessa included in the credential attainment rate? Why?
- If, yes, how does she impact the Youth Credential Attainment Rate?



WIOA Primary Indicators of Performance

Credential Attainment Rate Scenario #5 - Vanessa

- Vanessa is an Out-of-School Youth who graduated Highschool and attended some college *before* she was enrolled. During the program, she successfully completed a youth pre-apprenticeship program in IT. Vanessa was also provided many youth service elements during her participation including a Leadership Development Course. Vanessa was enrolled in a Registered Apprenticeship program for coding and software development but dropped out and enrolled in post-secondary at a community college to finish her associates. Prior to completion she moved to Arizona and was exited. During follow-up Vanessa stayed in touch and provided documentation that she earned her associates degree about 8 months after her exit date.
- Is Vanessa included in the credential attainment rate? Why?

YES. The Registered Apprenticeship Program enrollment as well as the post-secondary/occupational training services put OSY in credential performance rate measures.


- If, yes, how does she impact the Youth Credential Attainment Rate?

Vanessa counts as a positive in the YCAR. She earned her Associates Degree, which is a recognized post-secondary credential, within one year after her exit. Credentials don't have to be attained during participation to count.

WIOA Primary Indicators of Performance



WIOA Primary Indicators of Performance



Measurable
Skill Gains
(MSG)

- Percentage of program participants who 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.

PLEASE
NOTE

- ✓ Unlike the Credential Attainment measure, Adults and Dislocated workers who are in an OJT or Customized Training ARE included in the measure.

WIOA Primary Indicators of Performance



WHO IS IN THE MSG MEASURE?

- ✓ All In-School-Youth (ISY) are in the measure each year they participate regardless of training/education.
- ✓ Adults/Dislocated Workers who are in any occupational skills training, **including OJT** and Customized Training.
- ✓ Out of School Youth who are in any occupational skills training, **NOT including OJT**, or in any secondary education programs (ABE/GED), or YouthBuild or Job Corps.

WIOA Primary Indicators of Performance



Five Types of MSGs

- Educational Functioning Level (EFL)
- Secondary School Diploma or Equivalent (Skills Progression)
- Secondary or Post-Secondary Transcript/Report Card
- Training Milestone(s)
- Skills Progression (Diploma/Certificate/Degree)



WIOA Primary Indicators of Performance

Types of MSGs

1.) Educational Functioning Level (EFL)

- Compare pre-test and post test to see gain in educational functioning level based on standard National Reporting System (NRS) tests like TABE, CASAS

2.) Secondary School Diploma or Equivalent

- High School diploma or state recognized equivalent (GED/HiSET)



WIOA Primary Indicators of Performance

Types of MSGs

3.) Transcript/Report Card

Secondary Transcript/Report Card

- Applies to participants without a high school diploma or General Educational Development (GED) at program entry.
- The report card should demonstrate satisfactory achievement in all classes by the participant in secondary education for one semester

Post-Secondary Transcript/Report Card

- Full time Students must achieve a 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 Program Year (PY) and the second semester ends in the next PY, the MSG would be achieved in the PY that the second semester ends.



WIOA Primary Indicators of Performance

Types of MSGs

4.) Training Milestones:

The gain is documented by a satisfactory or better progress report from an employer or trainer. Some examples are:

- Completion of OJT or apprenticeship program or steps to complete either.
- Milestones for mastery of job skills
- Increased pay from improved skills or performance

5.) Skills Progression (based on exams):

Some examples are:

- Passing a ServSafe exam on way to a culinary certification
- Passing a CPR exam on way to a CNA certification
- Any industry recognized credential

WIOA Primary Indicators of Performance

NEED TO KNOW MSG RULES:

- ✓ To count as a positive in performance, participants need to achieve at least one skill gain each program year they participate in WIOA and are enrolled in education or training.
- ✓ ALL MSGs MUST be recorded/entered or they will not count.
- ✓ ALL Gains should be reported even though only one is counted in the performance calculation for each program year.
- ✓ Since the MSG measure is NOT exit based, participants are included in the measure each program year they participate in WIOA and are enrolled in training or education.





WIOA Primary Indicators of Performance

Measurable Skills Gain (MSG) Scenario #6– Vincent

Vincent was enrolled as an Out-of-School Youth (OSY/HS Drop-Out) in early June of 2021 (MSG PY'20). He tested as basic skills deficient and enrolled in Alternative school in July of 2021 (MSG PY'21) and post-tested to increase his EFL by two levels by the end of December of 2021 and earned his GED (MSG PY'21). After researching opportunities for training and employment, he enrolls in CDL training beginning in June of 2022 and successfully completing in August of 2022/License in September of 2022. During his training he provided his career planner with his Truck Driving Permit (CLP). During his CDL training, Vincent participated in Youth Entrepreneurial Training and a Work Based Learning/Job Shadowing. Vincent's exit date from WIOA falls on 12/14/2022, the end date of his Entrepreneurial Training.

- Is Vincent included in the Measurable Skill Gain measure?
- If, yes, which MSG(s) would he have earned? When?



WIOA Primary Indicators of Performance

Measurable Skills Gain (MSG) Scenario #6 – Answers for Vincent

Vincent was enrolled as an Out-of-School Youth (OSY/HS Drop-Out) in early June of 2021 (MSG PY'20). He tested as basic skills deficient and enrolled in **Alternative school in July of 2021 (MSG PY'21)** and post-tested to increase his EFL by two levels by the end of December of 2021 and earned his GED (MSG PY'21). After researching opportunities for training and employment, he **enrolls in CDL training beginning in June, 2022** and successfully **completing in August of 2022/License in September of 2022**. During his training he provided his career planner with his Truck Driving Permit (CLP). During his CDL training, Vincent participated in Youth Entrepreneurial Training and a Work Based Learning/Job Shadowing. Vincent's exit date from WIOA falls on 12/14/2022, the end date of his Entrepreneurial Training.

- Is Vincent included in the Measurable Skill Gain measure? YES.
- In which time periods and why?

Enrolled in Alternative School would place Vincent in the Measure beginning in July PY'21 = **MSG PY'21**.

CDL/Occupational Skills Training enrollment in **June, 2022 =MSG PY'21**

Since he continued CDL Training up to August, 2022 = **MSG for PY'22**.

Exit Date 12/14/22. Vincent's last year in the MSG is PY'22.



WIOA Primary Indicators of Performance

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- What types MSGs should be documented/recorded for Vincent?
- ✓ MSG for EFL Gain– Compare Pre-Test and Post-Test (PY'21)
- ✓ Skills Progression – GED (December 2021)
- ✓ Training Milestone(s)– N/A - Not typical for a CDL Training Program.
- ✓ Skills Progression – Truck Driving Permit - “Commercial Learners Permit” (CLP);
- ✓ Skills Progression – Training Certificate of Completion/Truck Driving;
- ✓ Skills Progression – CDL License



WIOA Primary Indicators of Performance

WIOA Performance Measures Scenario #7– Cody

Cody is an OSY enrolled in WIOA. As stated in his ISS, he plans to participate in a Work Based Learning/Summer Internship (June 2022) before enrolling in a WIOA Funded training to become a Registered Nurse - starting out with his CNA license. During his internship, Cody participated in short-term classes that focused on hygiene and he became certified in CPR. After Cody enrolled in CNA training in the Fall of 2022, he also worked with his summer employer and struggled to find the time to attend classes and study. Cody decided to drop his training mid-fall 2022 and participate in a Paid OJT with his employer. He was enrolled in October, 2022 and completed it successfully 6 weeks later. Cody was hired into full-time employment with the same employer and remained employed there for 3 consecutive years.

- In which performance measures will Cody's training and employment outcomes count based on the services he was provided?



WIOA Primary Indicators of Performance

WIOA Performance Measures Scenario #7– Answers for Cody

Cody is an OSY enrolled in WIOA. As stated in his ISS, he plans to participate in a Work Based Learning/Summer Internship (June 2022) before enrolling in a WIOA Funded training to become a Registered Nurse - starting out with his CNA license. During his internship, Cody participated in short-term classes that focused on hygiene and he became certified in CPR. **After Cody enrolled in CNA training in the Fall of 2022,** he also worked with his summer employer and struggled to find the time to attend classes and study. Cody decided to drop his training mid-fall 2022 and participate in a Paid OJT with his employer. He was enrolled in October, 2022 and completed it successfully 6 weeks later. Cody was hired into full-time employment with the same employer and remained employed there for 3 consecutive years.

In which performance measures will Cody's training and employment outcomes count?

- ✓ Youth Employment/Education/Training Rate 2nd and 4th Quarter after Exit.
- ✓ Youth Median Earnings 2nd Quarter after Exit.
- ✓ Youth Credential Attainment Rate
- ✓ Youth Measurable Skill Gain (PY'22 Only)

WIOA Primary Indicators of Performance



**PLEASE
NOTE**

**If outcomes are not documented, they didn't happen!
They will not count as successes or positives for your performance measures.**

- ✓ **Youth in Education/Training during the 2nd Quarter after Exit.**
- ✓ **Youth in Education/Training during the 4th Quarter after Exit.**
- ✓ **Credential Attainment, Supplemental Employment and Post-Secondary Outcomes for the Special Rule.**
- ✓ **ALL Measurable Skill Gains (except for EFL/calculated)**

WIOA Primary Indicators of Performance



PLEASE
NOTE

What are some of the daily reminders you have for yourself when it comes to Performance measures?

NOTES: What note is permanently stuck by your desk or computer about participant outcomes or documenting in systems?





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. 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?

- **November 3, 2021; 1:00 – 2:30pm**
Double Feature: Statistical Adjustment Model and PY2020 Adjusted Levels of Performance / WIOA Notice on Adjusted Levels of Performance
- **November 17, 2021; 1:00 – 2:30pm**
Measurable Skill Gains (MSG) – Understanding the Measure and How to Accurately Report
- **December 01, 2021, 1:00 – 2:30pm**
Credential Attainment – Understanding Reporting of Credentials
- **December 08, 2021; 1:00 – 2:30pm**
MSG & Credential Attainment – Best Practices Virtual Roundtable
- **December 15, 2021; 1:00 – 2:30pm**
Employment-Related Measures – Understanding Employment Rate and Median Earnings Measures
- **Calendar Year 2022**
Local Negotiations for PY2022/2023
Career Planning
Effectiveness in Serving Employers
Youth Performance



PIRL Reports
Local Performance Negotiations for PY2022/2023
Illinois Performance and Transparency System (IPATS)
Annual Statewide Performance Report

All Technical Assistance sessions are tentative. Please look for Email Marketing for Subject and Scheduling

Performance Contacts



Illinois
Department of Commerce
& Economic Opportunity
OFFICE OF EMPLOYMENT & TRAINING

Mark Burgess

Performance Measures Manager

✉ Mark.a.burgess@Illinois.gov

☎ C: 217.970.0061

Paula Barry

Performance, Technology and Reporting

✉ Paula.barry@Illinois.gov

thank you