

## **Performance Measures Definitions**

Training and Employment Guidance Letter (TEGL) 10-16 Change 1 provides guidance on the operating parameters and calculations of performance measures.

- A. **Employment Rate – 2nd Quarter After Exit:** The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program (for Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit).  
Numerator: of participants in the denominator, those who are employed in the 2<sup>nd</sup> quarter after exit  
Denominator: total # of participants who exited during the reporting period from (program), except for certain reasons
- B. **Employment Rate – 4th Quarter After Exit:** The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program (for Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit).  
Numerator: of participants in the denominator, those who are employed in the 4<sup>th</sup> quarter after exit  
Denominator: total # of participants who exited during the reporting period from (program), except for certain reasons
- C. **Median Earnings – 2nd Quarter After Exit:** The median earnings of *participants who are in unsubsidized employment* during the second quarter after exit from the program.  
Note: Participants who are not employed do not count as \$0 towards this calculation.
- D. **Credential Attainment:** The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) 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. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program.  
Numerator: (1) exited during the reporting period and obtained a recognized postsecondary credential during the program or within one year after exit OR (2) exited from a secondary education program and obtained a secondary school diploma or its recognized equivalent during the program or within one year after exit AND were also employed or in an education or training program leading to a recognized postsecondary credential within one year of exit

Denominator: exited (except for certain reasons) and was enrolled in secondary or postsecondary training

- E. **Measurable Skill Gains:** The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. Depending on the type of education or training program, documented progress is defined as one of the following:
- Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level;
  - Documented attainment of a secondary school diploma or its recognized equivalent;
  - Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State unit's academic standards
  - 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; or
  - Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

Numerator: participants reporting (1) Educational Functioning Level, (2) Postsecondary transcript/report card, (3) Secondary transcript/report card, (4) training milestones, or (5) skills progression

Denominator: all participants (NOT EXITERS) enrolled in education or training program leading to recognized postsecondary credential or employment (except those who exited for certain reasons)

- F. **Effectiveness in Serving Employers:** WIOA sec. 116(b)(2)(A)(i)(VI) requires the Departments to establish a primary indicator of performance for effectiveness in serving employers. The Departments are piloting three approaches designed to gauge three critical workforce needs of the business community.
- Approach 1 – Retention with the same employer – addresses the programs' efforts to provide employers with skilled workers;
  - Approach 2 – Repeat Business Customers – addresses the programs' efforts to provide quality engagement and services to employers and sectors and establish productive relationships with employers and sectors over extended periods of time; and
  - ~~Approach 3 – Employer Penetration Rate – addresses the programs' efforts to provide quality engagement and services to all employers and sectors within a State and local economy.~~

**Reportable individual:** Individuals who engaged with the workforce development system on an initial level but who do not complete the requirements to become participants. The Departments will use this category to track the number of individuals who may take part in self-services, receive information-only

services or activities, or those who do not complete the program requirements for eligibility or for participation.

**Participant:**

**Adult/Dislocated Worker:** Receipt of any training services or individualized career services makes a reportable individual a participant.

**Youth:** When a reportable individual has satisfied all applicable program requirements for the provision of services, including eligibility determination, an objective assessment, development of an individual service strategy, and received one of the 14 WIOA Youth program elements identified in sec. 129(c)(2) of WIOA, he or she is considered a participant.

**Exit:** The date of exit from the program is the last date of service. Specifically:

- The date of exit cannot be determined until 90 days have elapsed since the participant last received services; furthermore, there must be no plans to provide the participant with future services. At that point, the date of exit is applied retroactively to the last date of service.
- For determining whether 90 days have elapsed since the participant last received services, do not include receipt by the participant of any self-service, information only services or activities, or follow-up services, as these services do not delay, postpone, or affect the date of exit. Because the date of exit is retroactive to the last date of service, follow-up services in the Title I Adult and Dislocated Worker programs may begin immediately following placement into unsubsidized employment if it is expected that the participant will not receive any future services other than follow-up services. For the title I Youth program, follow-up services may begin immediately following the last date of service if it is expected that the participant will not receive any future services other than follow-up services. Provision of follow-up services does not extend the date of exit.