



Common Measures

Partner Services

Department of Workforce

Development



Common Measures

Definition, Purpose & Origin

- Uniform evaluation metrics for five (5) government wide functions
- Measure the effectiveness & efficiency of similar government funded programs
 - Links performance to the budget
 - Encourages accountability for program performance
- Developed by the Office of Management & Budget as part of the President's Management Agenda



Government Functions Subject to Common Measures

- Low Income Housing Assistance
- Job Training & Employment
- Wildland Fire Management
- Flood Mitigation
- Disaster Insurance



Job Training & Employment

- 48 different job training programs located in 10 different government agencies
- Common goal is to improve participant's employment & earnings
- No consistent measure to compare results across programs



US DOL Policy

- Final Policy located in TEGL 17-05, dated 2/17/06
- Applies to DOL funded programs only
- Effective for WIA, Wagner-Peyser and VETS on 7/1/05; Trade Assistance on 10/01/05



Benefits of Common Measures

- Focus on core purpose of workforce system:
Employment for adults & skill attainment for youth
- Break down barriers to program integration
- Resolve questions from GAO and other oversight agencies regarding reliability/consistency of data
- Reduce confusion about program results



Information Needs

- Common measures “will be the core information for all programs but other management information will continue to be necessary.”
 - *Program specific information will continue to be needed
 - *Information about participants, services and outcomes will supplement common measures



Job Training & Employment Common Measures

Adult Measures

- Entered Employment
- Employment Retention
- Average Earnings

Youth Measures

- Placement in Employment or Education
- Attainment of a Degree or Certificate
- Literacy or Numeracy Gains



Terminology



Participant

- Individual determined eligible to participate in the program who receives a service funded by the program in either a physical location or remotely through electronic technologies



Terms Related to Participation

- Participation Date: Date of first program-funded service
- Participation Quarter: Calendar quarter containing the participation date
- Participant Cohort: Group of individuals who share the same participation quarter



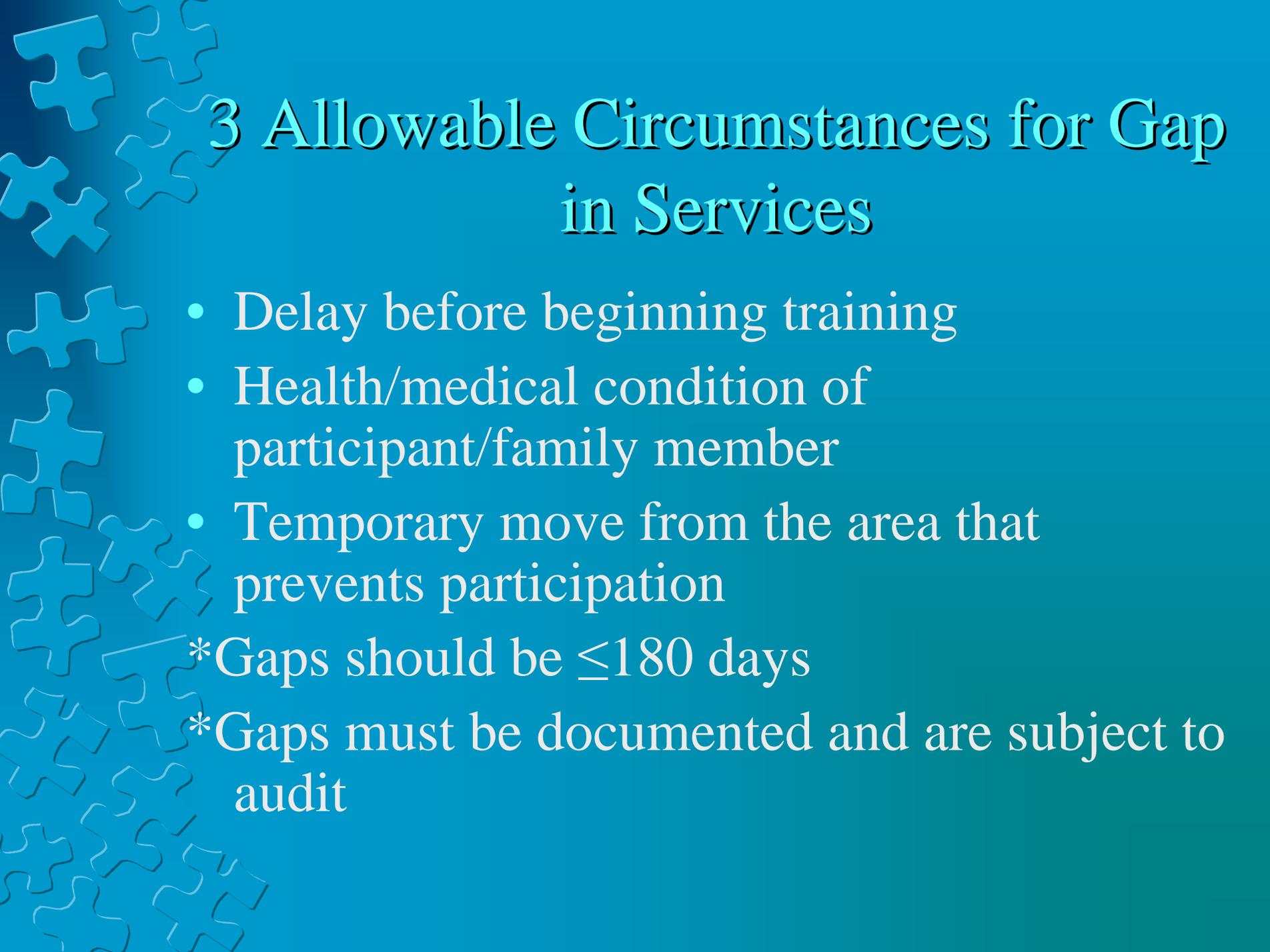
Exiter

- A participant who hasn't received a program or partner-funded service for 90 consecutive days and no future services are scheduled
- Often referred to as a “soft exit approach”



Clarification of Exiter

- A gap in service can stop the 90-day clock if based on specific/allowable circumstances



3 Allowable Circumstances for Gap in Services

- Delay before beginning training
 - Health/medical condition of participant/family member
 - Temporary move from the area that prevents participation
- *Gaps should be ≤ 180 days
- *Gaps must be documented and are subject to audit



Other Terms Related to Exit

- Exit Date: Last date of service (program or partner funded)
 - *after 90 days, exit date is applied retroactively
- Exit Quarter: Calendar quarter containing the exit date
- Exit Cohort: Group of individuals who exit during the same calendar quarter



Other “Exit” Information

- NOT intended to take responsibility away from case managers; for WIA, case managers do not have to wait 90 days to begin providing follow-up services
- Federal policy states that an exit cannot be officially recorded until 90 days has elapsed

Participation and Exit: A Systems Perspective

In an integrated service delivery system, a participant is exited when all program services are complete, enabling all individual programs to “share” in the final outcomes

1st program

Program Participation

2nd program

Program Participation

3rd program

Program Participation

Common Date of Participation

Common Exit Date

If a participant is served by multiple programs, it is possible to record the earliest date of service as the date of participation.



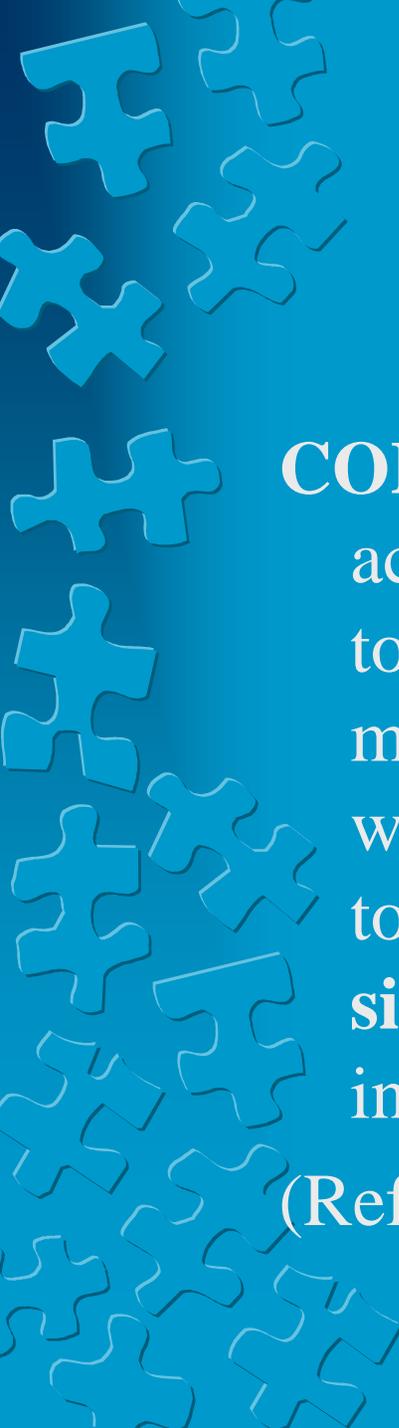
Who is Reported in Participation Counts

ALL individuals who have been determined eligible and receive a service, **INCLUDING** self-service and informational activities, in either a physical location (One-Stop Career Center or affiliate site) or remotely through electronic technologies



Who is Included in WIA Performance Measure Calculations?

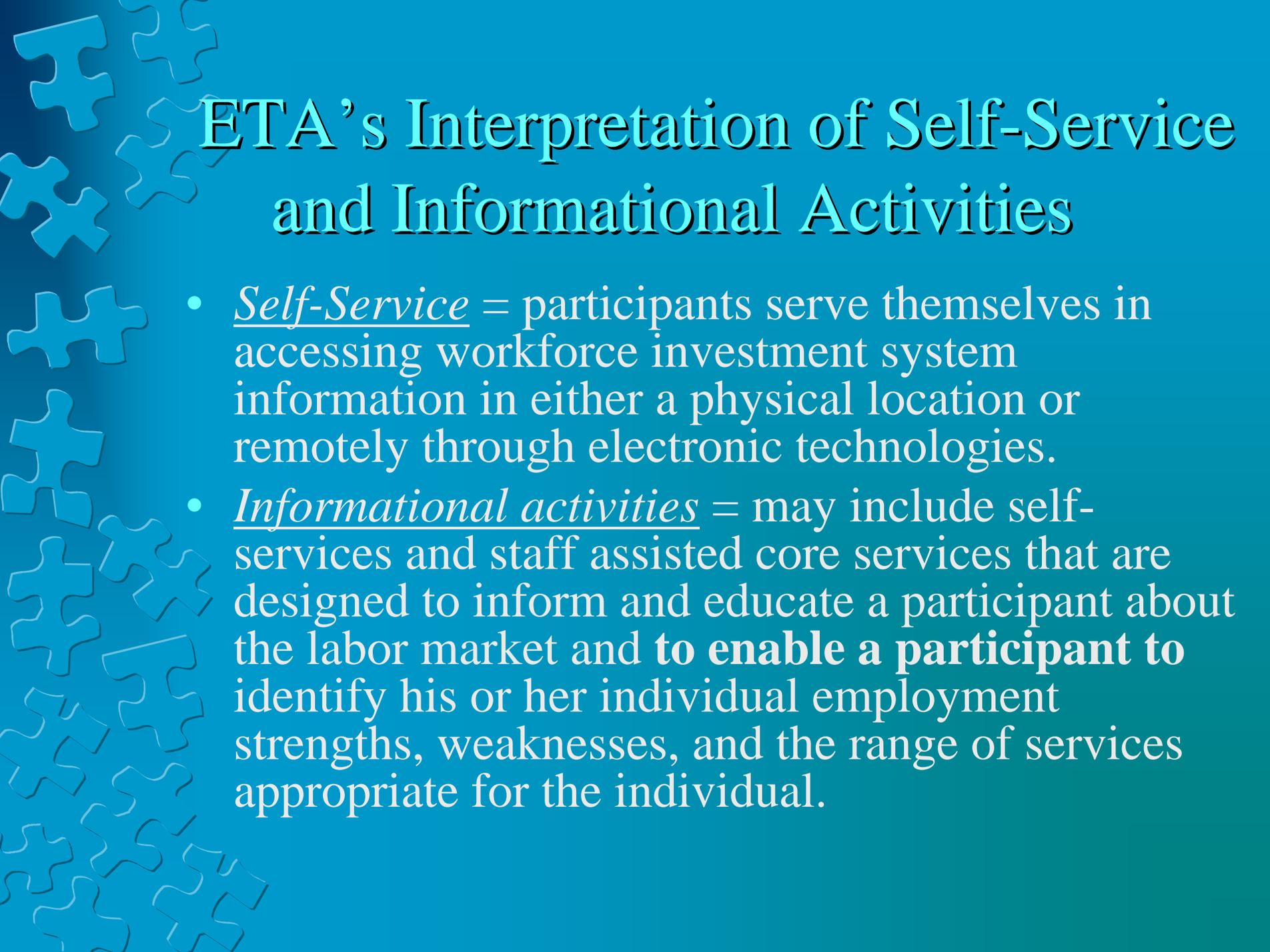
All participants who receive a CORE, intensive or training service who exit the program are to be included in the performance measures calculations, EXCEPT that WIA Section 136 excludes WIA adult and dislocated worker program participants who **ONLY** receive self-service or informational activities



What are Self-Service and Informational Activities

CORE SERVICES that are made available and accessible to the general public; that are designed to inform and educate individuals about the labor market, their employment strengths and weaknesses, and the range of services appropriate to their situation; and that **do not require significant staff involvement** with the individual in terms of resources or time.

(Ref. 20CFR 666.140(a)(2))



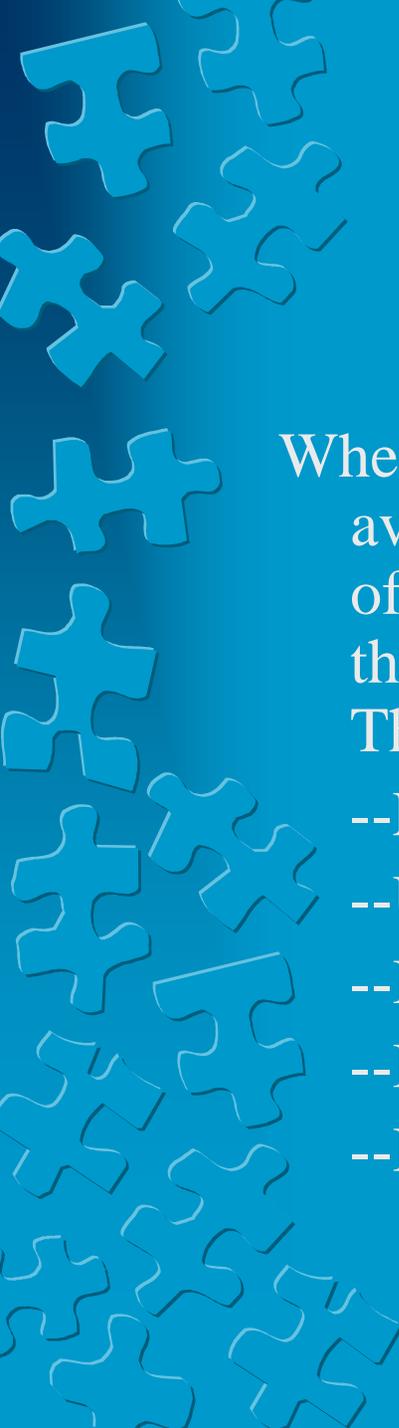
ETA's Interpretation of Self-Service and Informational Activities

- Self-Service = participants serve themselves in accessing workforce investment system information in either a physical location or remotely through electronic technologies.
- Informational activities = may include self-services and staff assisted core services that are designed to inform and educate a participant about the labor market and **to enable a participant to** identify his or her individual employment strengths, weaknesses, and the range of services appropriate for the individual.



Significant Staff Involvement

- Any assistance provided by staff beyond the informational activities regardless of the length of time involved in providing such assistance
- Includes a staff member's assessment of a participant's skills, education, or career objectives in order to assist participants in any of the following:
 - Decide on appropriate next steps in search of employment, training and related services
 - Assess their personal barriers to employment
 - Access other related services necessary to enhance their employability and individual employment related needs



Informational Activities

When a staff member provides a participant with readily available information that does not require an assessment of the participant's skills, education, or career objectives, the participant is a recipient of informational activities.

This includes:

- Labor market trends
- Unemployment rate information
- Businesses that are hiring or reducing workforce
- Information on high growth industries
- Information on demand occupations

Participant vs. WIA Performance

Service		Participant	WIA Perf
C O R E	Self Service	Yes	No
	Informational Activities		
	Self Service	Yes	No
	Staff Assisted		
	Readily Available Information	Yes	No
	Requires Staff Assessment	Yes	Yes
	Intensive	Yes	Yes
	Training	Yes	Yes
	Follow-up	No	No

```
graph TD; Participants[Participants] --> Core[Core]; Participants --> Intensive[Intensive]; Participants --> Training[Training]; Core --> Self-Service[Self-Service]; Core --> Info_Activities[Info. Activities];
```

Participants

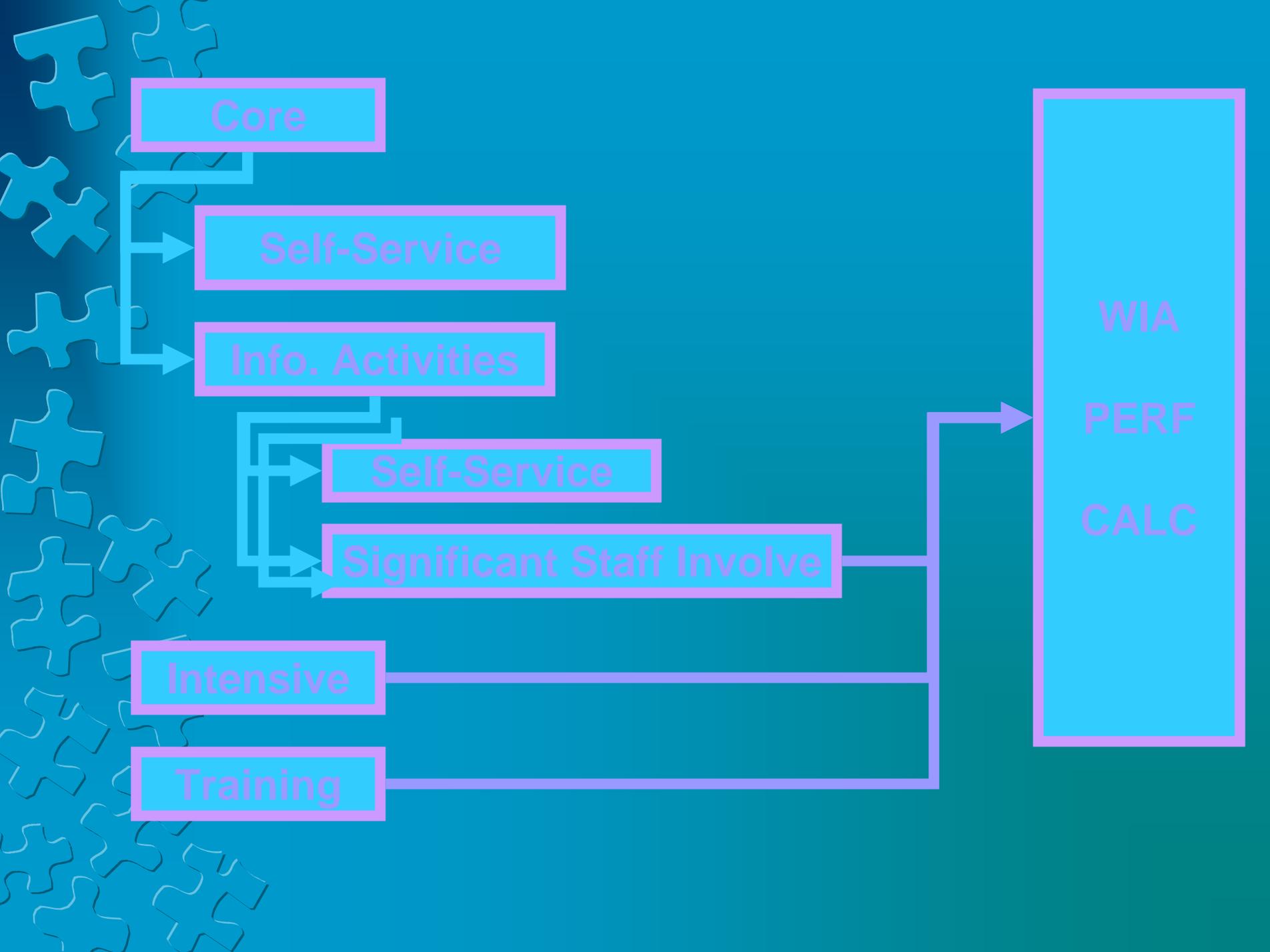
Core

Intensive

Training

Self-Service

Info. Activities





Common Measures Data Collection



Adult Measures Entered Employment

Of those who are not employed at the date of participation:

of adult participants who are employed in
the first quarter after the exit quarter

of adult participants who exit during the
quarter



Adult Measures

Employment Retention

Of those who are employed in the first quarter after the exit quarter:

of adult participants who are employed in **both** the second and third quarters after the exit quarter

of adult participants who exit during the quarter



Adult Measures

Average Earnings

Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:

Total earnings in the second plus the total earnings in the third quarters after the exit quarter

of adult participants who exit during the quarter



Youth Measures

Placement in Employment or Education

Of those who are not in post-secondary education or employment (including the military) at the date of participation:

#of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter

#of youth participants who exit during the quarter



Youth Measures

Attainment of a Degree or Certificate

Of those enrolled in education (at the date of participation or at any point during the program):

of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the quarter of exit

of youth participants who exit during the quarter



Youth Measures

Literacy and Numeracy Gains

Of those out-of-school youth who are basic skills deficient:

of youth participants who increase one or more educational functioning levels

of youth participants who have completed a year in the program (i.e.: one year from the date of first youth program service) plus the # of youth participants who exit before completing a year in the youth program

Summary of Data Sources

Common Measure	Data Source (s)
Adult Entered Employment Rate	Wage records and supplemental data sources
Adult Employment Retention Rate	Wage records and supplemental data sources
Average Earnings	Wage records only (except for grantees without current wage record access)
Youth Placement in Employment or Education	Wage records and supplemental data for placement in employment or military; administrative records for placement in education or training
Youth Attainment of Degree or Certificate	Administrative records
Literacy/Numeracy Gains	Assessment instrument