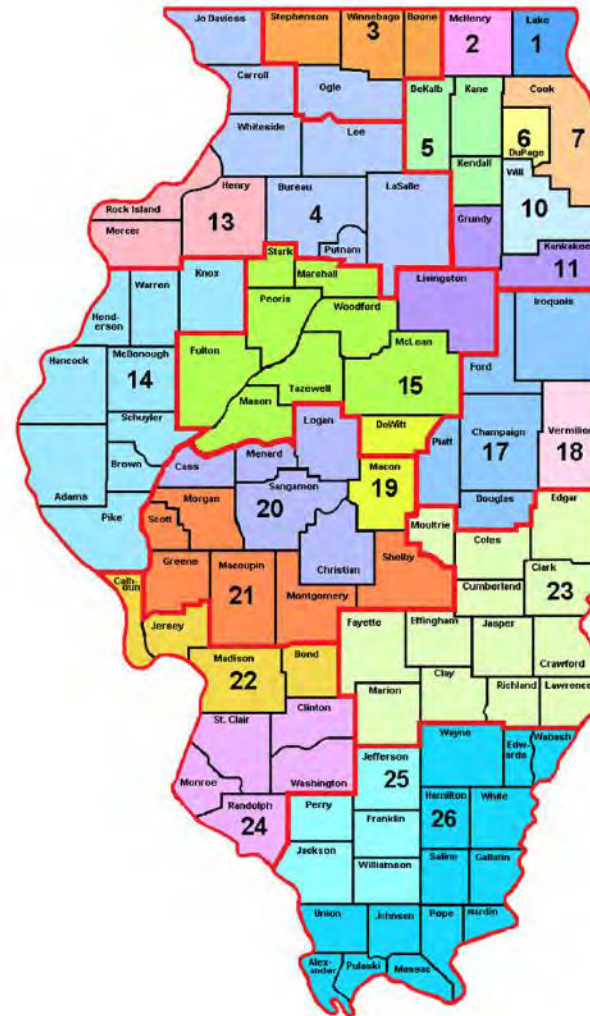




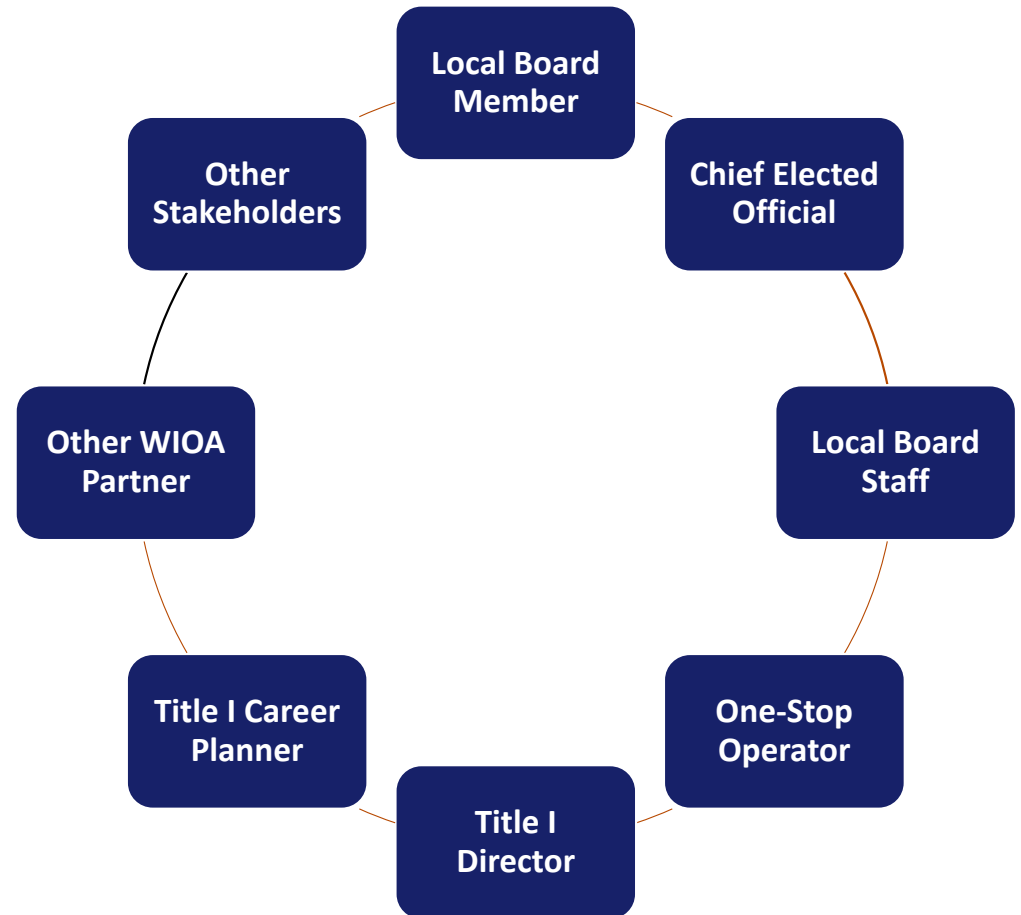
# WIOA PRIMARY INDICATORS OF PERFORMANCE: EMPLOYMENT-RELATED MEASURES

December 15, 2021

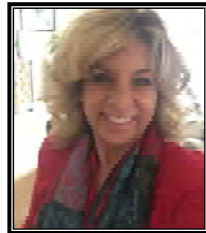
# Where is Your Local Area?



# What is Your Role in the WIOA System?



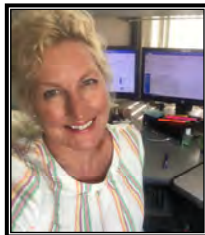
# State Performance Management Team



- 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

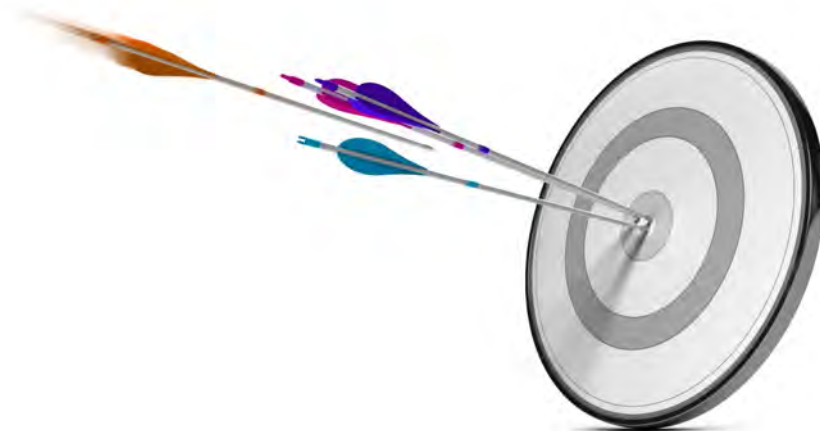


- Paula Barry
- Reporting and Performance
- Office of Employment and Training - OET
- Illinois Department of Commerce and Economic Opportunity



## Today's Objectives

- **Learn** about the Employment Related (or “Wage Based”) Performance Measures
- **Understand** how the Title I Youth Employment Rate Measures Differ from Adult and Dislocated Worker Programs
- **Recognize** who is included in the measures and Who Counts as a Positive
- **Clarify** when Supplemental Wage Documentation is Necessary to for Reporting Employment Outcomes in each Measure



## Employment-Related Scenario – 1



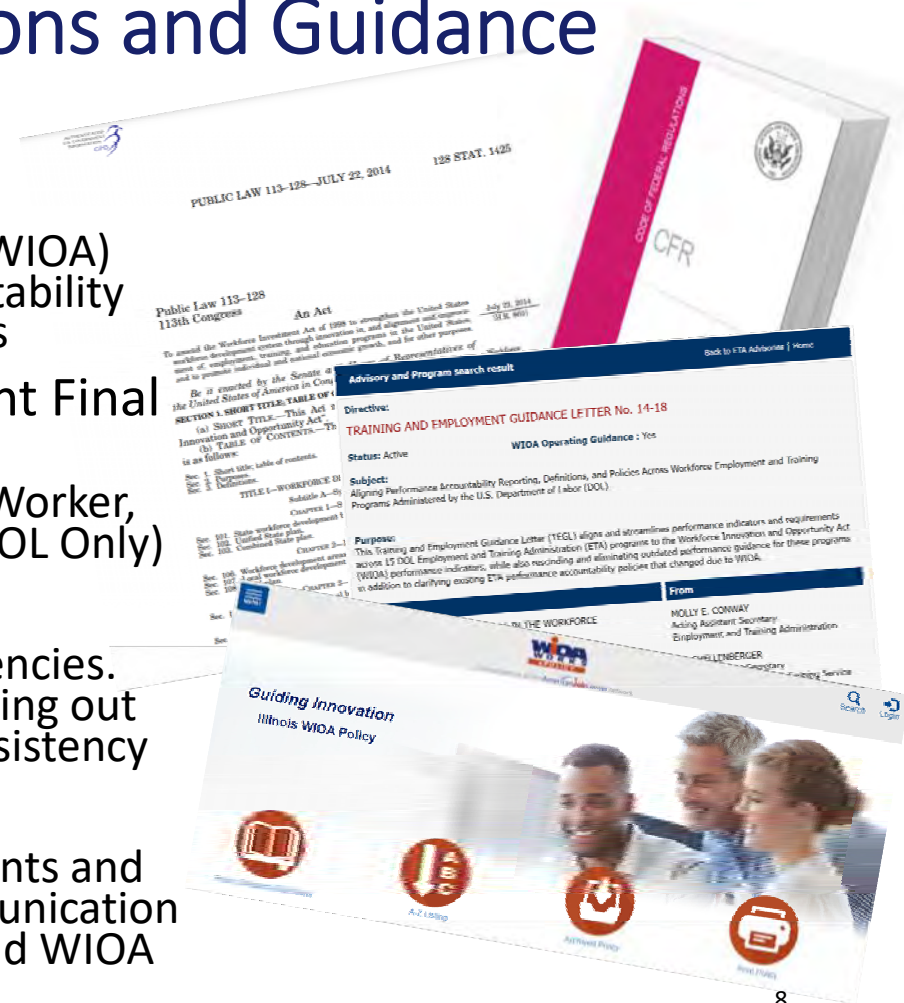
- Nancy is a WIOA Dislocated Worker participant who was laid off from her job at a medical supply company. She becomes a mechatronics apprentice while continuing to receive WIOA career services. A portion of the registered apprenticeship program (RAP) is funded through WIOA in addition to supportive services including childcare and transportation. Nancy completes the program and exits on June 24, 2020 and begins working at a mechatronics job August 31, 2020 and remains employed today.
- **Which of the following accurately describes Nancy's WIOA performance outcome?**
  - Nancy is included only in the Employment Rate – 2<sup>nd</sup> Quarter after Exit
  - Nancy is included only in the Employment Rate – 4<sup>th</sup> Quarter after Exit
  - Nancy is included in both Employment Rates 2<sup>nd</sup> and 4<sup>th</sup> Quarter after Exit
  - Nancy is not included in either Employment Rate 2<sup>nd</sup> or 4<sup>th</sup> Quarter after Exit

## Employment Related Scenario – 1 Explanation

- Yes, Nancy is included in both the Employment Rate 2<sup>nd</sup> Quarter after Exit and Employment Rate 4<sup>th</sup> Quarter after Exit measures.
- A Registered Apprenticeship Program (RAP) is considered employment so Nancy would be included in both the numerator and denominator.
- Although her employment after program exit occurs with two different employers, she is a success because she is employed during the 2<sup>nd</sup> and the 4<sup>th</sup> quarters after exit.

# 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

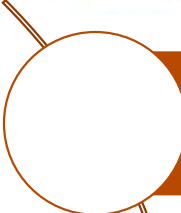




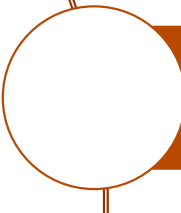
# WIOA Primary Indicators of Performance




# Key Terms and Definitions



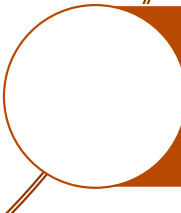
**Participant:** A reportable individual who has received services, other than those described in 677.150(a)(3), after satisfying all applicable programmatic requirements for the provision of services, such as eligibility determination.



**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.

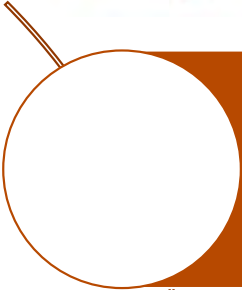


**Program Exit:** The date of exit from the program is the last date of service. The date cannot be determined until 90 days have lapsed since the participant last received services and no future services are planned.



**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.

# 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.

## Employment-Related Scenario – 2



- Sarah is a WIOA Out-of-School Youth (OSY) participant who participated in mentoring and an internship. After completing the internship, the employer hired Sarah full-time. She exited the program shortly after becoming employed and remained employed until the third week of the 4<sup>th</sup> quarter after exit.
- Is Sarah included in the Title I Youth Education and Employment Rate – 2<sup>nd</sup> Quarter after Exit indicator?
  - Yes, included in both the numerator and denominator (success)
  - Yes, included only in the denominator (not a success)
  - No

## Employment-Related Scenario – 2 Explanation

- Yes, Sarah is included in both the numerator and denominator of the Employment Rate 2<sup>nd</sup> Quarter after Exit indicator.
- Sarah is considered a success since she was employed in the 2<sup>nd</sup> quarter after exit.
- Since Sarah was also employed and had earnings during a portion of the 4<sup>th</sup> quarter after exit, she is also considered a success for that measure and included in both the numerator and denominator.
- If a participant is employed for at least 1 day during the counting period, she is considered as a success in the indicator.



# WIOA Primary Indicators of Performance

## Overview - Understanding the Measure

**Purpose:** These indicators measure whether a participant was employed during the 2<sup>nd</sup> quarter or 4<sup>th</sup> quarter after exit.

**Concept:** WIOA Title I programs are intended to prepare individuals with the knowledge and skills necessary to gain meaningful employment. These measures track the ability of program participants to be in unsubsidized employment at any point during the 2<sup>nd</sup> and 4<sup>th</sup> post-exit quarters. Note that it is not intended to provide indication of the level of employment during these periods such as whether it was full-time or part-time or continuous throughout the quarter or year and doesn't capture retention with the same employer.



Employment  
Rate  
2<sup>nd</sup> and 4<sup>th</sup>  
Quarter  
after Exit

# WIOA Primary Indicators of Performance

Employment  
Rate, or  
Education/  
Training  
2<sup>nd</sup> and 4<sup>th</sup>  
Quarter after  
Exit

PLEASE  
NOTE

## Who is in the measure?

- **Adults and Dislocated Workers**

- All Adult and Dislocated Workers who exited the program during the reporting period are in the measure.
- Those who exited during the reporting period and are found to be employed are considered a success

- **Youth**

- All Youth who exited the program during the reporting period are in the measure
- Youth who exited during the reporting period and are found to be employed OR to be enrolled in education or training are considered a success

- ✓ Unlike the Credential Attainment and MSG measures, participants will be included regardless of participation in WIOA funded training

# Adult/Dislocated Worker - Employment Rate 2<sup>nd</sup> Quarter after Exit

## Calculation/Methodology

- Number of participants exited during reporting period and who are employed in 2<sup>nd</sup> quarter after exit DIVIDED by number of participants who exited during reporting period.
  - ✓ Supplemental wage information is allowed to verify employment.
  - ✓ Participants who exit during the reporting period for any of the reasons listed in the Exclusions from Performance are not included in the measure.

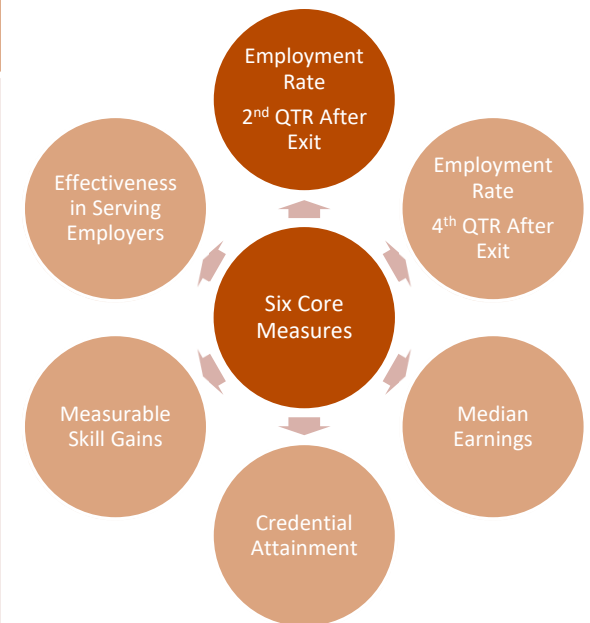




# Youth - Employment Rate and Education/Training 2<sup>nd</sup> Quarter after Exit

## Calculation/Methodology

- Number of WIOA Title I Youth participants exited during reporting period and who are employed or in education or training in 2<sup>nd</sup> quarter after exit DIVIDED by number of participants who exited during reporting period.
  - ✓ Supplemental wage information is allowed to verify employment.
  - ✓ Participants who exit during the reporting period for any of the reasons listed in the Exclusions from Performance are not included in the measure.



# Adult/Dislocated Worker - Employment Rate 4<sup>th</sup> Quarter after Exit

## Calculation/Methodology

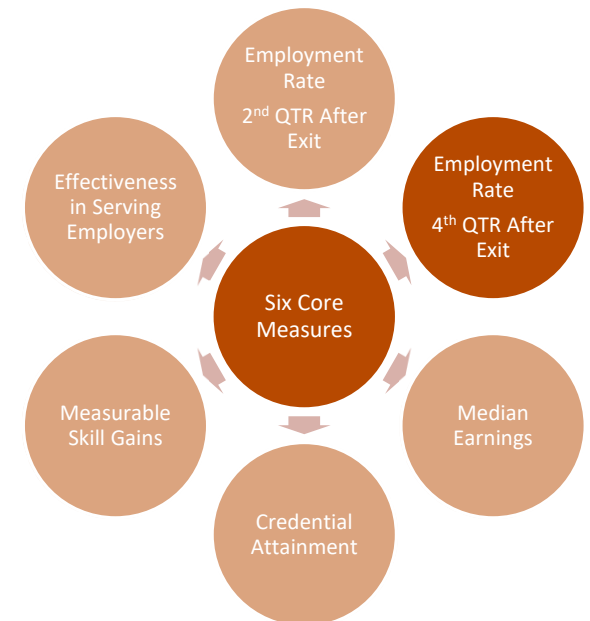
- Number of participants exited during reporting period and who are employed in 4<sup>th</sup> quarter after exit DIVIDED by number of participants who exited during reporting period.
  - ✓ Supplemental wage information is allowed to verify employment.
  - ✓ Participants who exit during the reporting period for any of the reasons listed in the Exclusions from Performance are not included in the measure.



# Youth - Employment Rate and Education/Training 4<sup>th</sup> Quarter after Exit

## Calculation/Methodology

- Number of WIOA Title I Youth participants exited during reporting period and who are employed or in education or training in 4<sup>th</sup> quarter after exit DIVIDED by number of participants who exited during reporting period.
  - ✓ Supplemental wage information is allowed to verify employment.
  - ✓ Participants who exit during the reporting period for any of the reasons listed in the Exclusions from Performance are not included in the measure.





## Employment Rate 2<sup>nd</sup> & 4<sup>th</sup> Quarter

### Need to Know

- Unsubsidized employment can be verified through direct UI wage record match, Federal or military employment records or supplemental wage documentation
- WIOA Title I Youth who are documented as attending Secondary or Post-Secondary education or an occupational skills training in the 2<sup>nd</sup> or 4<sup>th</sup> Post-Exit quarters are counted as a positive in these indicators
  - Career Planners will learn about these post-exit outcomes for Youth during follow-up activities/engagement
  - Since the State doesn't have access to exiters, education status or enrollment, it is imperative that LWIAs and Grantees document and record in these Youth Outcomes in system of record to increase performance outcomes
  - Remember: These post-exit education enrollments also count as a positive for a Youth who exits with ONLY a HS Diploma, so this outcome is increasing outcomes in TWO Youth Performance measures
- Those participants that meet one or more of the Exclusions from Performance criteria are excluded from being included in this indicator



## Employment-Related Scenario – 3



- Jon is a WIOA In-School Youth (ISY) participant in the 11<sup>th</sup> grade and receives WIOA youth services and participates in a summer youth employment program after the completion of the school year. He exits the youth program in August following completion of the summer program. In January of the following year, Jon continues his education in high school, but is not employed during that quarter. John graduates high school in June and begins working a part-time job in October.

- **Is Jon included in the Title I Youth Education and Employment Rate – 2<sup>nd</sup> Quarter after Exit indicator?**
  - Yes, included in both the numerator and denominator (success)
  - Yes, included only in the denominator (not a success)
  - No

## Employment-Related Scenario – 3 Explanation

- Jon is included in both the numerator and denominator.
- Because Jon was in secondary education during the second quarter after exit, Jon is considered a success.
- Even though Jon was in secondary education at the time of enrollment, he is still counted as a success in the 2<sup>nd</sup> quarter indicator because as long as a participant is in employment or education or training in the 2<sup>nd</sup> quarter after exit, he or she is a success, this measure doesn't rely only on being employed in that quarter.
- Education status at enrollment is not a factor in determining including in the measure.
- Jon would not have been a success in Employment (or Education) Rate – 4<sup>th</sup> Quarter after Exit because he was neither employed or in an education or training program during the 4<sup>th</sup> quarter after exit (July – September).



# WIOA Primary Indicators of Performance

## Overview – What is the Median Earnings Rate

**Purpose:** Capture the middle value in a series of numbers

**Concept:** For all participants who are employed at anytime during 2<sup>nd</sup> quarter after exit, all wages are listed in order from lowest to highest. The value in the middle of this list is the median earnings calculation. Only those wages received during the 2<sup>nd</sup> quarter after exit are included in the list to calculate the median wage.

Differs from WIA Average Earnings which combined all participants wages and divided by the number of participants in the measures, the measurement quarter is different, and did not include earnings from supplemental wages.





# WIOA Primary Indicators of Performance



## Median Earnings

### Who is in the measure?

- Adults, Dislocated Workers and Youth
  - All participants who are found to be employed in the 2<sup>nd</sup> quarter after exit are included in the measure
  - The collected quarterly wage values are listed in order from lowest to highest value. The value in the middle of this list is the median earnings value
    - If there are an even number of wage values, the middle two values are averaged to determine the median wage
- ✓ Supplemental Wage Information can be used to calculate a participant's earnings



PLEASE  
NOTE

# WIOA Primary Indicators of Performance

## Calculation/Methodology

- Total quarterly earnings for all participants employed in the second quarter after exit are collected. The wage information values are listed in order from the lowest to highest value and the value in the middle of this list is the median earnings value.

\$12,500 \$13,400 \$16,300 \$18,500 \$18,600 \$25,700 \$52,500



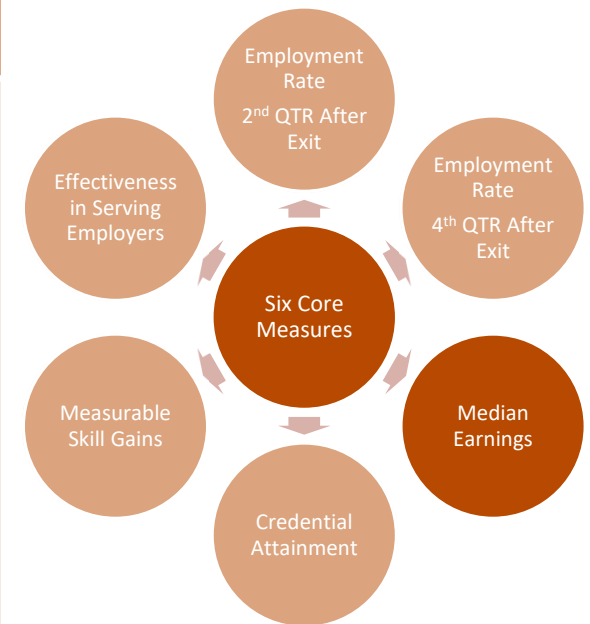
Middle Number in set of wage values



# Median Earnings

## Operational Parameters

- The following participants and associated earnings are excluded from the calculation
  - ✓ Participants who exited and are not employed in the 2nd exit quarter will not count in this measure.
  - ✓ Participants who have exited a program and for whom employment information is not yet available.
  - ✓ Participants who have exited from a program and who have \$0 income.
  - ✓ Participants who have exited a program and are in subsidized employment.
  - ✓ Participants who have exited for any of the reasons listed in the Exclusions from Performance .



## Employment-Related Scenario – 4



- Stephanie received services from the WIOA Title I Dislocated Worker program from February 21<sup>st</sup> to April 1st at which time she exited the program and began working at a hospital where she had completed her on-the-job training. In May through December, Stephanie earned \$2,000, \$2,100, \$2,300, \$2,300, \$2,400, \$2,400, \$2,400 and \$2,500 each month, respectively.

- **Is Stephanie included in the Median Earnings indicator, and if so what are her reported earnings?**
  - Yes, \$4,100 in earnings
  - Yes, \$7,000 in earnings
  - Yes, \$7,300 in earnings
  - No

## Employment-Related Scenario – 4 Explanation

- Stephanie is included in the Median Earnings measure with wages totaling \$7,300.
- The quarter to be considered for employment and earnings for Stephanie is the months of October – December, which were the 2<sup>nd</sup> quarter after her exit and the total earnings for those three months was \$7,300.
- Earnings in the quarter in which she exited, and the three-month period immediately following exit are not considered when calculating the wages for this indicator.
- Had Stephanie exited the program one day earlier, on March 31, 2021, the wages would have been calculated as \$7,000 in earnings as the 2<sup>nd</sup> quarter after exit period would have included July-September.

## Supplemental Wage Information



### Supplemental Wage Information



PLEASE  
NOTE

- When verifiable wage records are unavailable to determine employment status, supplemental wage data may be collected and verified for such purpose.
- Applies to four core measures, Employment Rates 2<sup>nd</sup> and 4<sup>th</sup> Quarter, Median Earnings and Credential Attainment (see Special Rule)
  - Use of Supplemental wage information must be consistent across performance measures. Thus, if a participant is included in Employment Rate 2<sup>nd</sup> Quarter after Exit, they must also be included in Median Earnings and vice versa.
  - Similarly, if the collection of employment and wages cannot be obtained through either wage records or supplemental wage information, then the participant cannot be included as being in unsubsidized employment for any of the related measures.
- ✓ Participants without an SSN must have supplemental wage information recorded in order to be included in the measures.

# Supplemental Wage Information

## Sources of Supplemental Wage Information

- Employment records from federal and state sources
- Tax documents, payroll records, and employer records
- Other supplemental wage records
  - Follow-up Survey
  - Documentation of income earned from commission in sales or other similar positions
  - Detailed case notes verified by employer and signed by career planner
  - Automated database systems or data matching with other partners
  - One-stop operator systems' administrative records
  - Self-employment financial statements



## Supplemental Wage Information



Supplemental  
Wage  
Information



PLEASE  
NOTE

- A Wage Conversion Chart is used to convert supplemental wage values that don't represent the total amount the participant earned in the second quarter and should be used only when earnings information is not available.
  - The Wage Conversation Chart is used to convert hourly, weekly, biweekly, monthly or annual wages to quarterly wages for reporting purposes.
  - See Attachment 3 of TEGl 10-16, Change 1 for Chart
- ✓ A participant's quarterly earnings used for reporting should only reflect those wages that are actually paid to the participant during the quarter, and not wages that are earned in that quarter but actually paid to the employee in another quarter.



# 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



# Implementation of Performance Determination by Indicator

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



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

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



# 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 26-16 Guidance on the Use of Supplemental Wage Information to Implement the Performance Accountability Requirements under the Workforce Innovation and Opportunity Act (June 1, 2017)
- 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)

## Employment-Related Scenario – 5



- Darnell is a WIOA Title I Adult participant who enrolls in an associates degree program in computer programming. He completes the program in April 2020. In a follow-up discussion in November after exit, Darnell indicated he was self-employed but did not indicate the wages he had been earning.

- **Is Darnell included in the Median Earnings indicator?**
  - Yes, but his wages in the median earnings indicator would be \$1.
  - Yes, but his wages in the median earnings indicator would be \$0.
  - No

## Employment-Related Scenario - 5 Explanation

- Yes, Darnell would be included in the Median Earnings indicator as he was employed, but without indicating earnings would be included with a wage of \$1 for the median quarterly calculation.
- If a participant is employed, then they are included in the median earnings calculation with the wages earned for the 2<sup>nd</sup> quarter after exit.
- When no wages are available, but indication is the participant was employed, they are given earnings equal to \$1 for the calculation and added into the range of values used to determine the quarterly earnings indicator outcome for the local area and the state.
- If Darnell had indicated he had zero dollars in earnings during the second quarter after exit, he would not have been included in the median earnings calculation and would not have been considered a success.

# Performance Resources



- [Workforce Innovation and Opportunity Act: Public Law; Final Rules, Joint Rule and Labor Only](#)
- [Workforce Innovation and Opportunity Act Section 116\(c\)](#)
- [Training and Employment Guidance Letter No. 26-16 Guidance on the use of Supplemental Wage Information to implement the Performance Accountability Requirements under the Workforce Innovation and Opportunity Act](#) (June 1, 2017)
- [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 19, 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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**Department of Commerce**  
& Economic Opportunity  
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# Please Completed Your Survey

