



WIOA

Professional Development

The American Job Center logo, featuring a stylized figure in red and blue above the text "americanjobcenter".

WIOA TITLE IB YOUTH PERFORMANCE ACCOUNTABILITY UNDERSTANDING THE YOUTH MEASURES

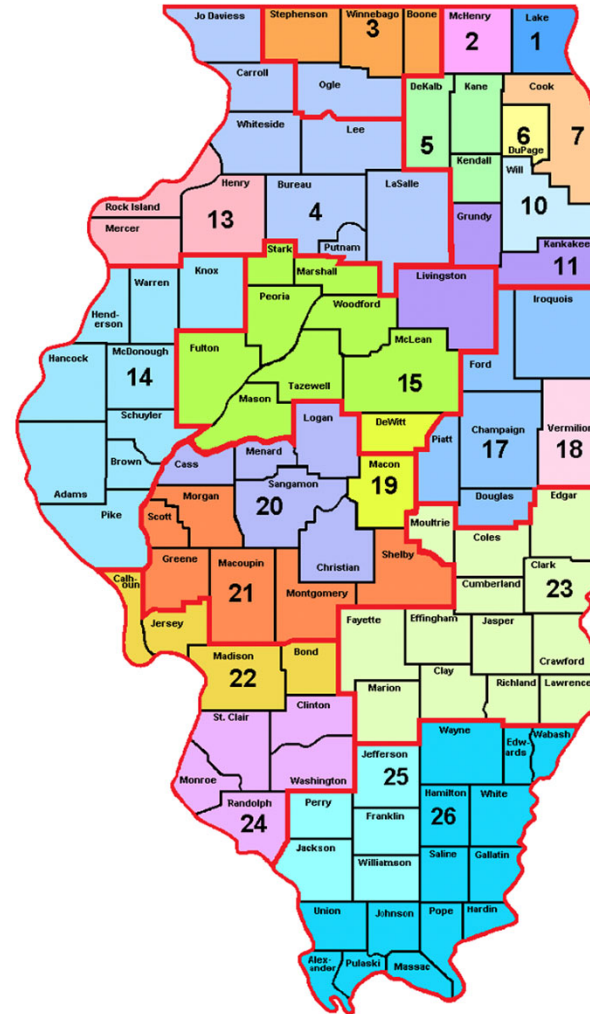
January 19, 2022



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Where is Your Local Area?

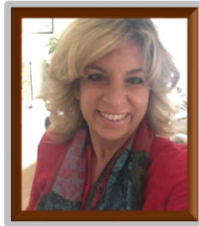


What is Your Role in the WIOA System?





State Performance Management Team



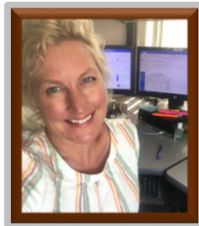
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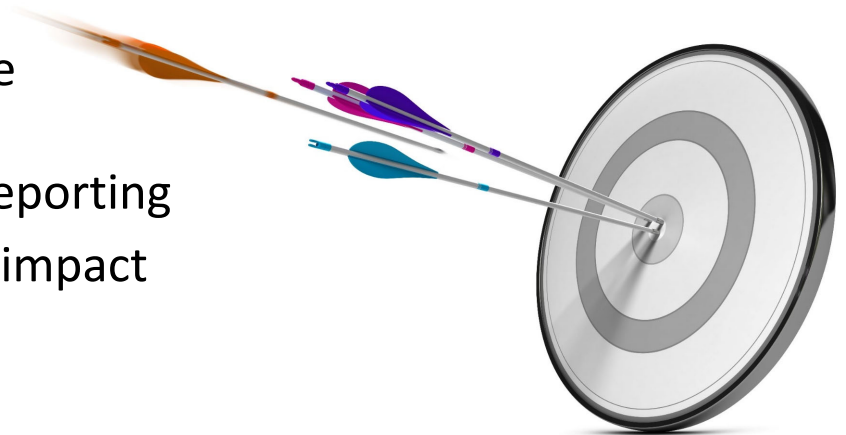
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Today's Objectives

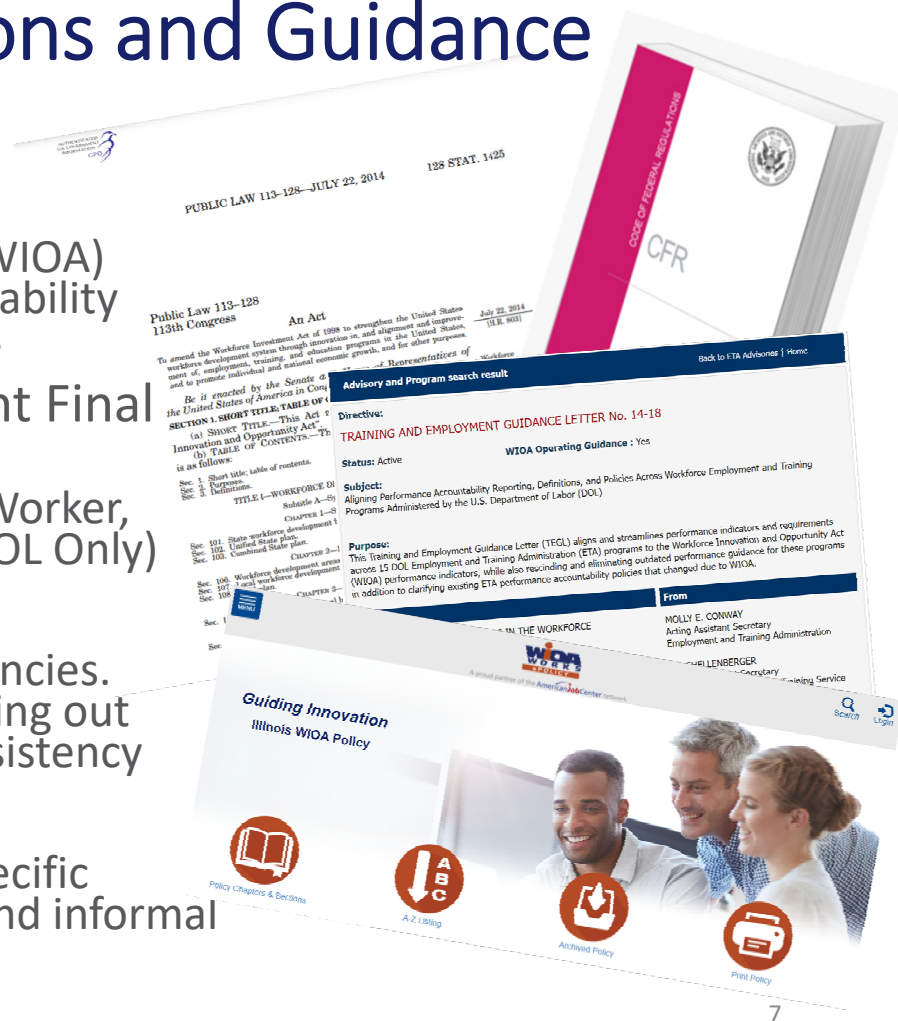
Today, Youth Program Stakeholders will:

- Learn about WIOA Title I Youth Indicators of Performance (“Measures”)
- Identify Youth who will count in performance measures
- Recognize performance accountability and reporting
- Understand when and how Youth outcomes impact performance positively and negatively
- Recognize performance accountability
- Understand Key Definitions and rules for reporting



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 Policies and Guidance
 - Each Core Program issues additional State specific requirements and guidance through formal and informal communication with its grantees





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 is Performance Accountability?



- Align definitions and performance indicators across programs
- Streamline performance indicators
- Integrate reporting to the extent practicable
- Support a customer-focused service delivery system
- Assess the effectiveness in achieving positive outcomes for individuals and employers
- Understand the impact of Federal and State investments in employment and training programs
- Evidenced-based, data-driven accountability measures

Ensuring Data Quality Under WIOA?

- ETA supports high-quality data through:
 - Workforce Integrated Performance System (WIPS)
 - Participant Individual Record Layout (PIRL)
 - Federal and grantee data validation
 - Data analysis





Performance Reporting Timeline

- Quarterly reports must be submitted to DOL within 45 days after completion of the quarter in accordance with the following table
- An Annual Statewide Performance Report Narrative must be submitted annually to include Titles IB and III, however Illinois has chosen to include all Core Partners

PERFORMANCE REPORT	REPORTING PERIOD COVERED	SUBMISSION TO USDOL
Quarter 1 (Q1)	07/01 – 09/30	11/14
Quarter 2 (Q2)	10/01 – 12/31	02/14
Quarter 3 (Q3)	01/01 – 03/31	05/15
Quarter 4 (Q4)	04/01 – 06/30	08/15
Annual	07/01 – 06/30	10/01
Annual Report Narrative	07/01 – 06/30	12/01

How are Performance Targets Set?



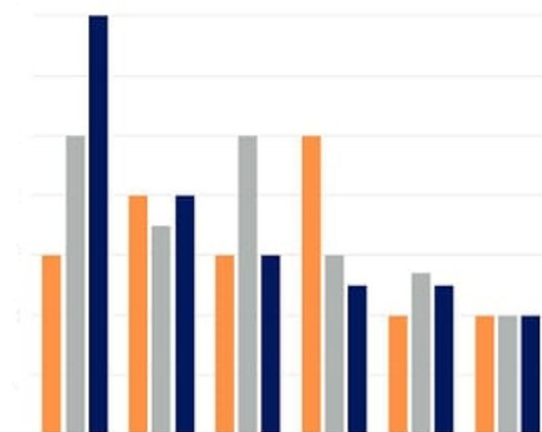
- WIOA implements a *performance accountability system* based on *primary indicators*. States and the Secretaries of Labor and Education negotiate levels of performance, which are adjusted at the end of each program year, using a **statistical adjustment model (SAM)**.
- Characteristics of participants (including those of hard to serve youth) and economic conditions are factored into the statistical adjustment model.



PY2020-2021 Title IB Performance Goals

Youth

Employment or Education Rate 2 nd Quarter after Exit	73.5%	73.5%
Employment or Education Rate 4 th Quarter after Exit	73.0%	73.0%
Median Earnings 2 nd Quarter after Exit	\$3,275	\$3,275
Credential Attainment within 4 Quarters after Exit	65.0%	65.0%
Measurable Skill Gains	31.0%	31.0%





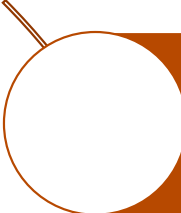
Local Reporting Requirements

- Participant Engagement
 - Services/Activities/Case Notes to be recorded in appropriate system of record (within 10 days)
 - Program Exit submitted (in accordance with 90 day no service exit policy)
 - Outcomes recorded (supplemental employment, education/training or other) in appropriate system of record (within 10 days) of learning of the outcome
- Grant Recipients Report on Performance Indicators or Goals in accordance with Grant Agreements
- Annual Eligible Training Provider Performance Information
- Annual Certification Report (ACR)
- Submission of Participant, Employer and other local Success Stories

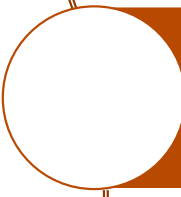
IWDS Illinois Workforce Development System



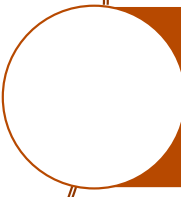
Key Terms and Definitions



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.

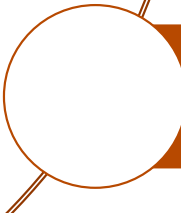


Participant: A reportable individual who has received services, other than those described in 677.150(a)(3), after satisfying all applicable programmatic requirements for the provision of services, such as eligibility determination.



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

There are two types of Title IB Youth, In-School Youth (ISY) and Out-of-School Youth (OSY)



Co-enrollment: Enrollment in more than one workforce program at a time to allow for coordination of funds for training and services. Youth participants may be determined eligible and co-enrolled in the WIOA Adult program.

Key Terms and Definitions

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.

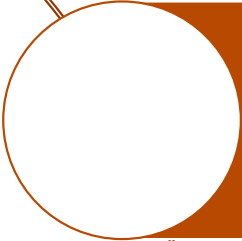
Program Year (or Period for Reporting Outcomes): WIOA Title I Programs, including the Youth Program, operate on a Program Year basis beginning on July 1 and ending on June 30 the following year.

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

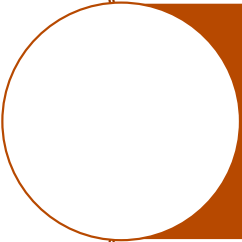
Common Exit: Occurs when a participant, enrolled in multiple partner programs, has not received services from any DOL-administered program in which the participant is enrolled, to which the common exit policy applies, for at least 90 days, and no future services are planned.

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.

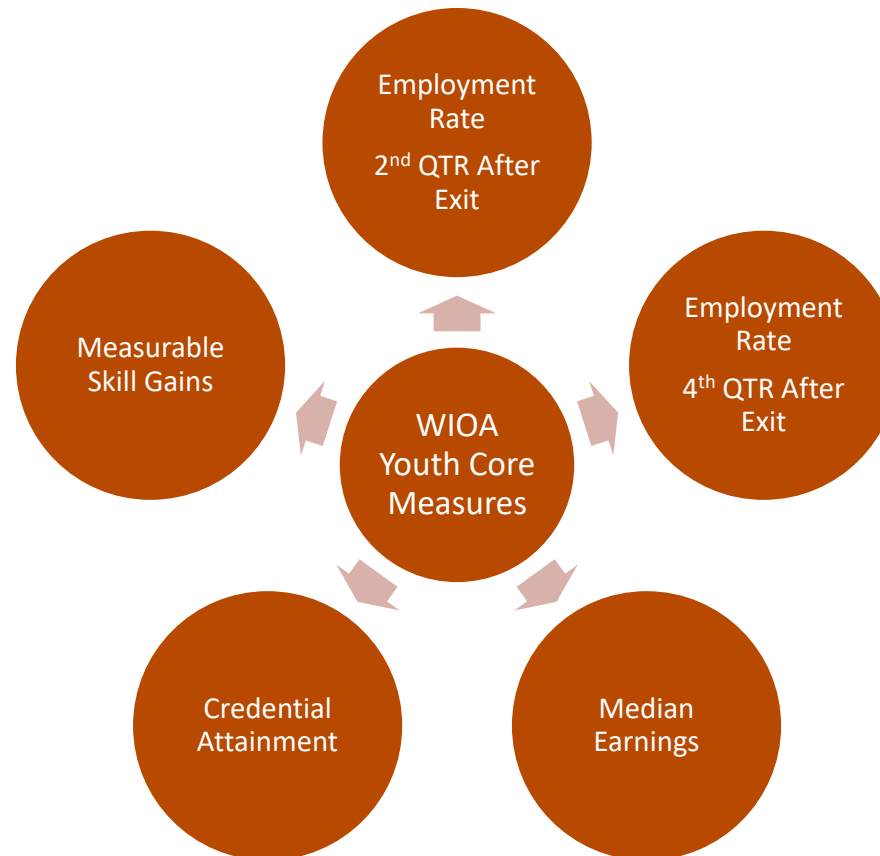


Unsubsidized Employment: Employment in the private sector or public sector for which the employer does not receive a subsidy from public funds to offset all or a part of the wages and costs of employing an individual.

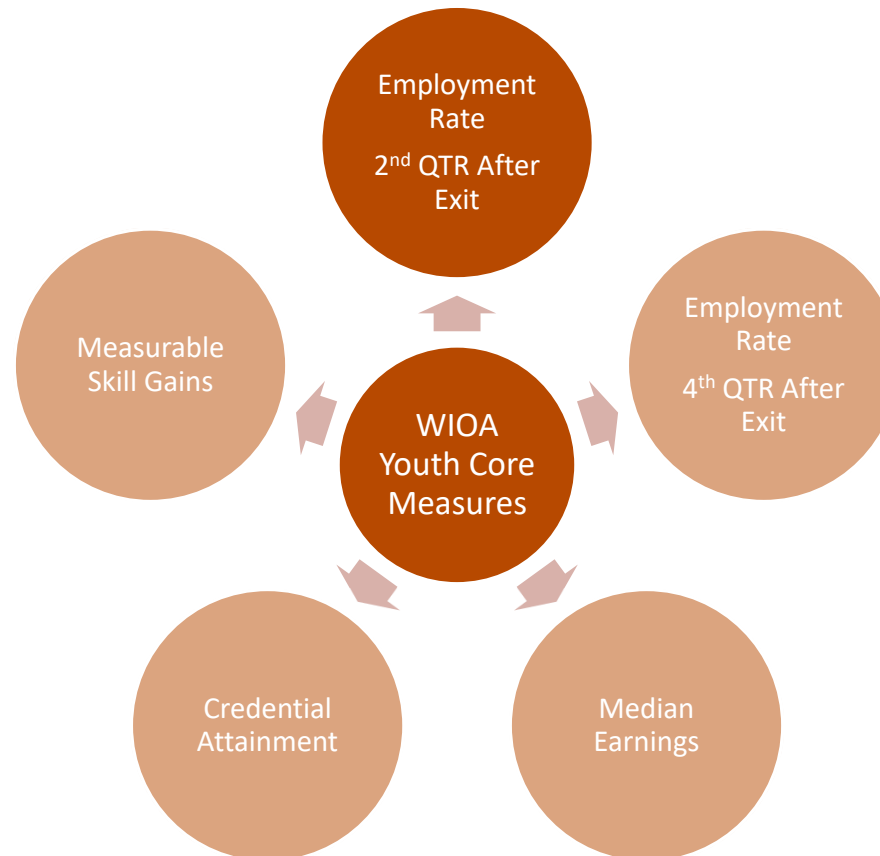


Supplemental Wage Information: Used when a program participant does not provide a social security number (SSN) for matching with quarterly Unemployment Insurance wage record information.

WIOA Title IB Youth Primary Indicators of Performance



WIOA Title IB Youth Primary Indicators of Performance



WIOA Title IB Youth Primary Indicators of Performance

Employment
Rate or
Education or
Training
2nd Quarter
After Exit

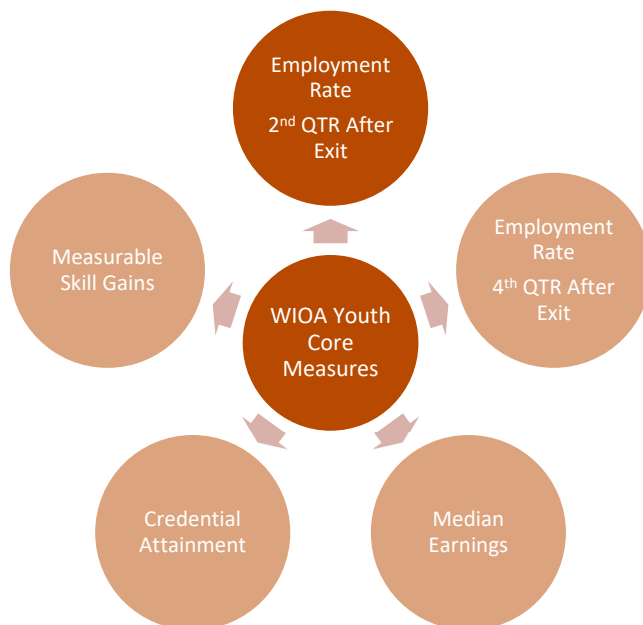
PLEASE
NOTE

- Percentage of participants who are in unsubsidized employment, *or in education or training programs*, during the second quarter after exit from the program.
 - ✓ Success can be achieved through enrollment in secondary education, postsecondary education or occupational skills training, in addition to employment
 - ✓ Good follow-up and relationships established with Youth will be key in finding out when the education or training enrollments take place and getting documentation from Youth.

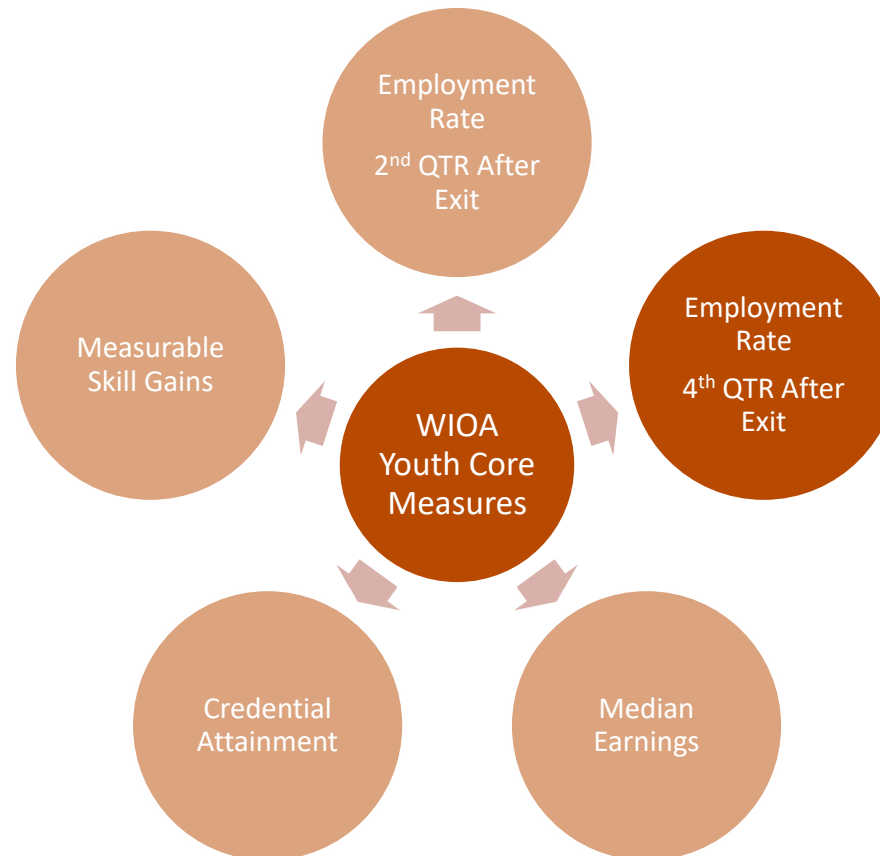
WIOA Title IB Youth Primary Indicators of Performance

Calculation/Methodology

- Number of participants exited during reporting period and who are employed (or Youth in education or training) in 2nd 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.



WIOA Title IB Youth Primary Indicators of Performance



WIOA Title IB Youth Primary Indicators of Performance

Employment
Rate or
Education or
Training
4th Quarter
After Exit

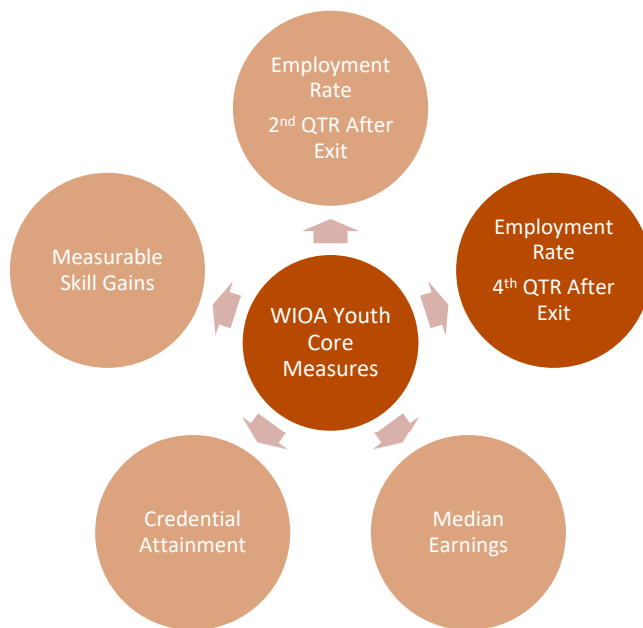
PLEASE
NOTE

- Percentage of participants who are in unsubsidized employment, or in education or training programs, during the fourth quarter after exit from the program.
 - ✓ Success can be achieved through enrollment in secondary education, postsecondary education or occupational skills training, in addition to employment
 - ✓ ALL YOUTH enrolled will count in the Employment and Education/Training Measures for both 2nd and 4th Quarters after Exit!

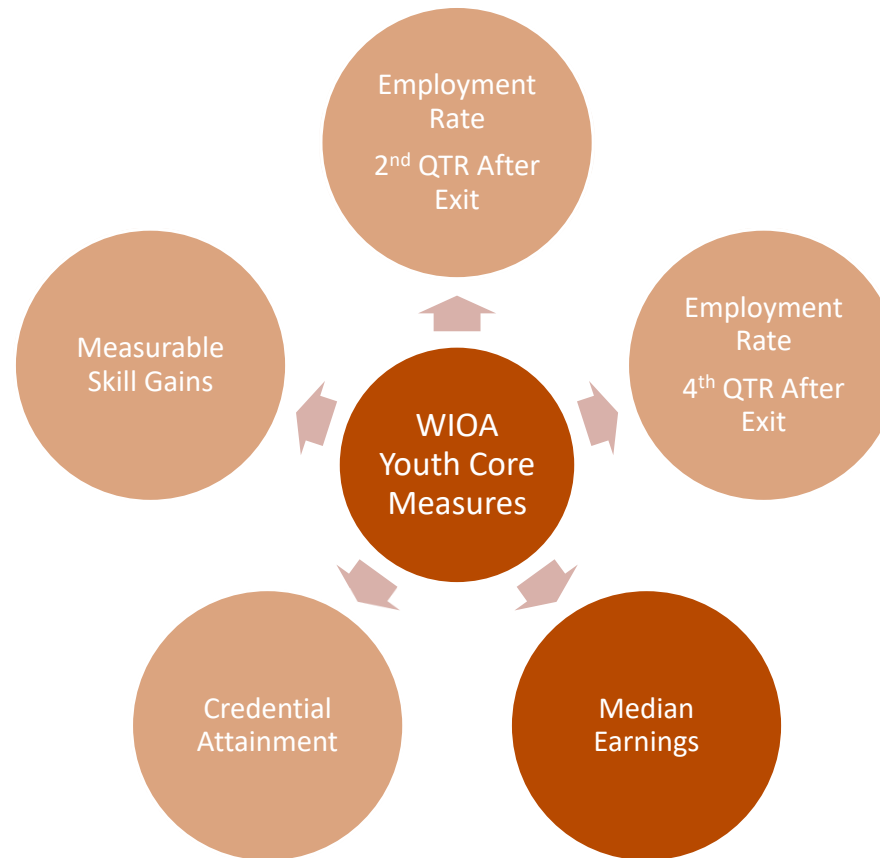
WIOA Title IB Youth Primary Indicators of Performance

Calculation/Methodology

- Number of participants exited during reporting period and who are employed (or Youth in education or training) in 4th 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.



WIOA Primary Indicators of Performance



WIOA Title IB Youth Primary Indicators of Performance



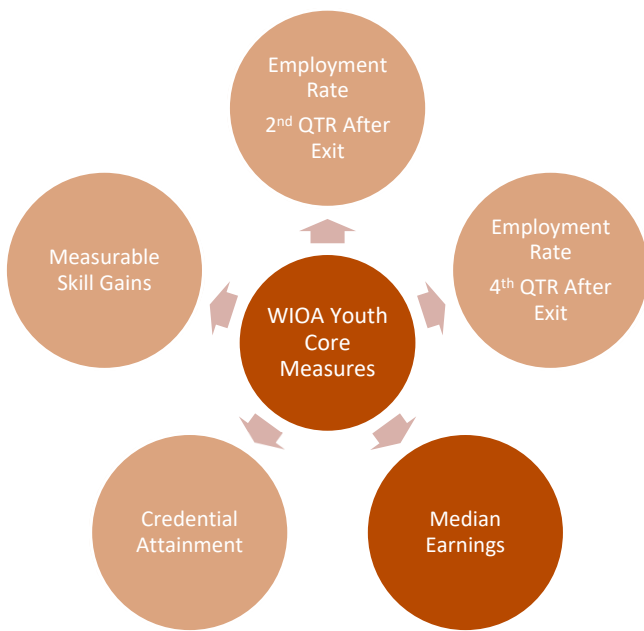
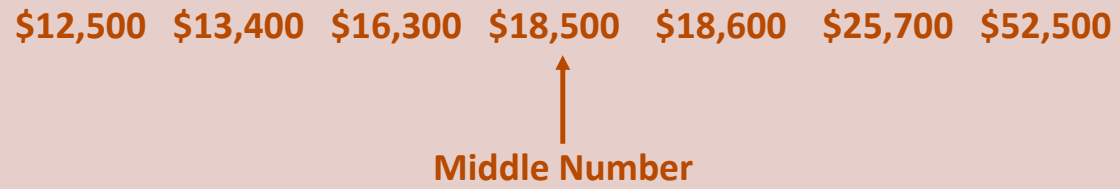
Median
Earnings
2nd Quarter
After Exit

- The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program, as identified by direct UI wage record match, Federal or military employment records, or supplemental wage information
- WIOA Title I Youth who are ONLY enrolled in education or training during the second quarter after exit will NOT be included in this measure

WIOA Title IB Youth Primary Indicators of Performance

Calculation/Methodology

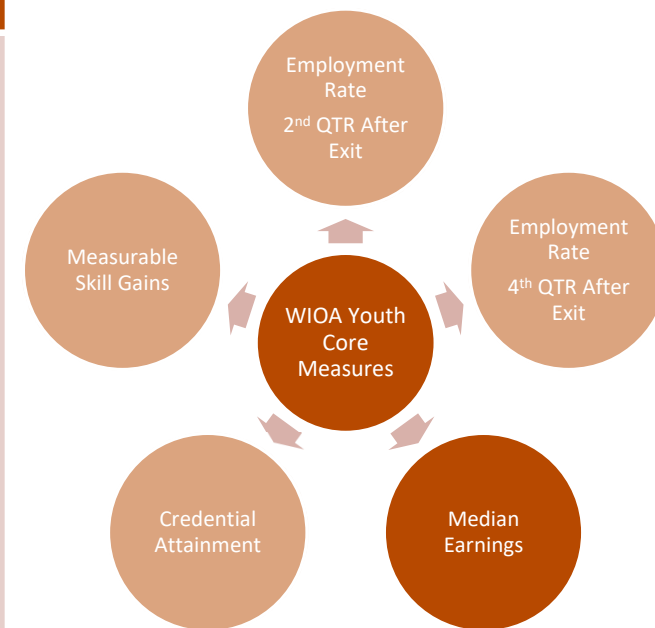
- Total quarterly earnings for all participants employed in the second quarter after exit are collected. The wage information values are listed in order from the lowest to highest value and the value in the middle of this list is the median earnings value.



WIOA Title IB Youth Primary Indicators of Performance

Need to Know

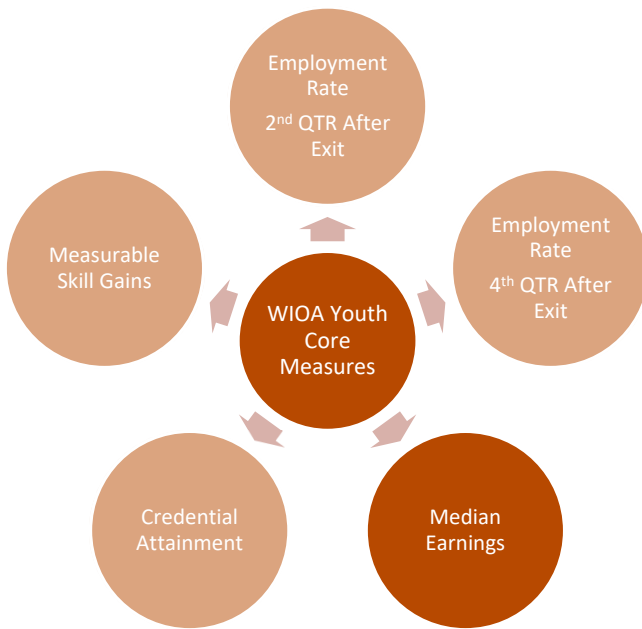
- A Wage Conversion Chart is used to convert supplemental wage values that don't represent the total amount the participant earned in the second quarter and should be used only when earnings information is not available.
 - ✓ Chart is used to convert hourly, weekly, biweekly, monthly or annual wages to quarterly wages for reporting purposes.
- Supplemental wage information can be used to verify wages.



WIOA Title IB Youth Primary Indicators of Performance

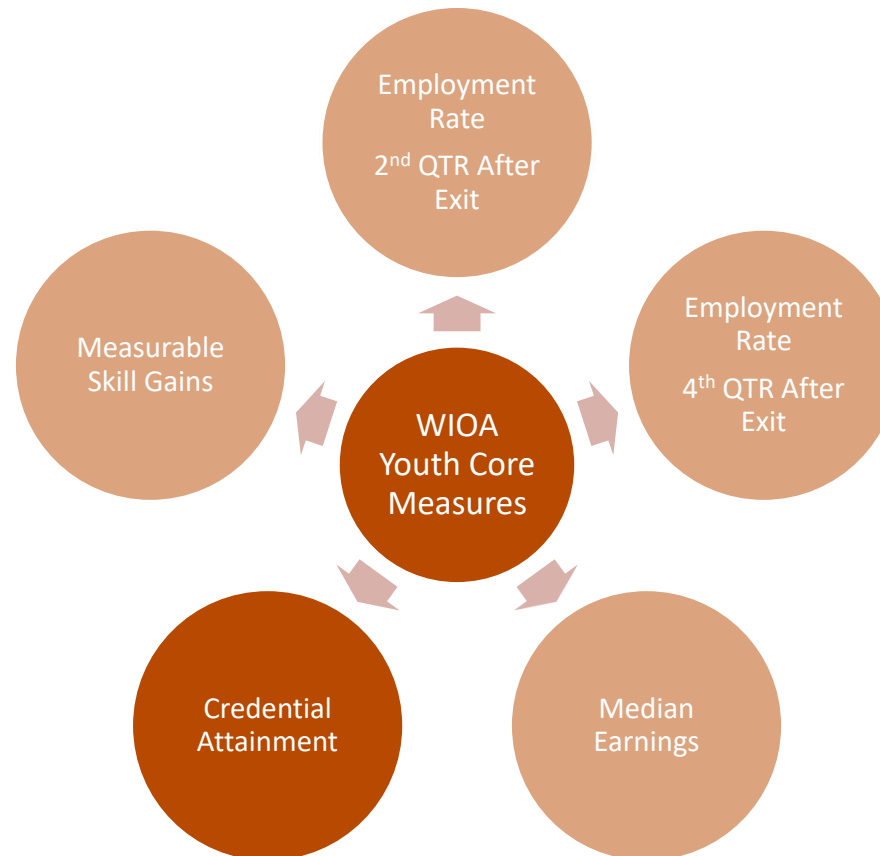
Operational Parameters

- 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 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 .





WIOA Title IB Youth Primary Indicators of Performance



WIOA Title IB Youth 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
 - ✓ ALL Title IB In-School Youth (ISY) are included in the measure
 - ✓ If participant obtains secondary school diploma or equivalent, they must also be employed or in an education/training program leading to a postsecondary credential within 1 year after exit

WIOA Title IB Youth Primary Indicators of Performance



Credential Attainment

Who is in the measure?

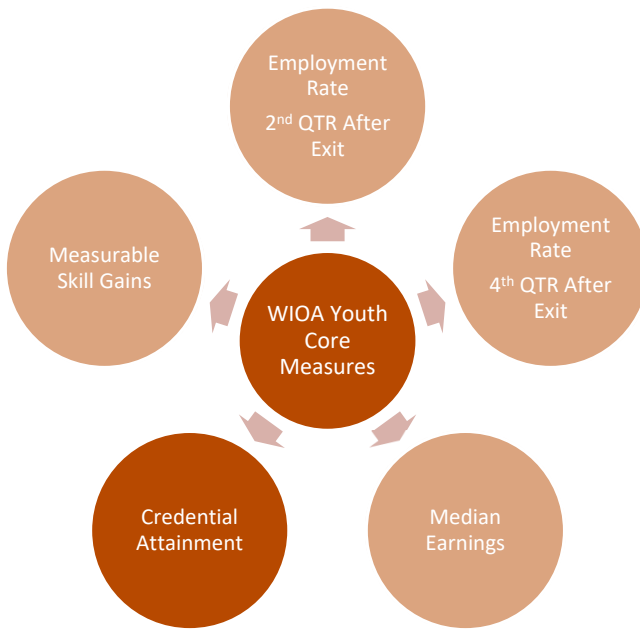
- **All** In-School Youth at eligibility are included in the measure.
- **Out-of-School Youth (OSY)** who, during a Program Year (PY), enrolled in any of the following: occupational skills training, secondary education (at or above the 9th grade level) during participation, postsecondary education, adult education (at or above the 9th grade level) or the YouthBuild or Job Corps programs
 - ✓ Youth who participate in an OJT or customized training only are excluded from this indicator, because these are not considered training services
 - ✓ Please see the Exclusions from Performance to identify participants excluded from the credential attainment indicator
 - ✓ Participants retain their program status as determined at eligibility throughout participation in WIOA

PLEASE
NOTE

WIOA Title IB Youth Primary Indicators of Performance

Calculation/Methodology

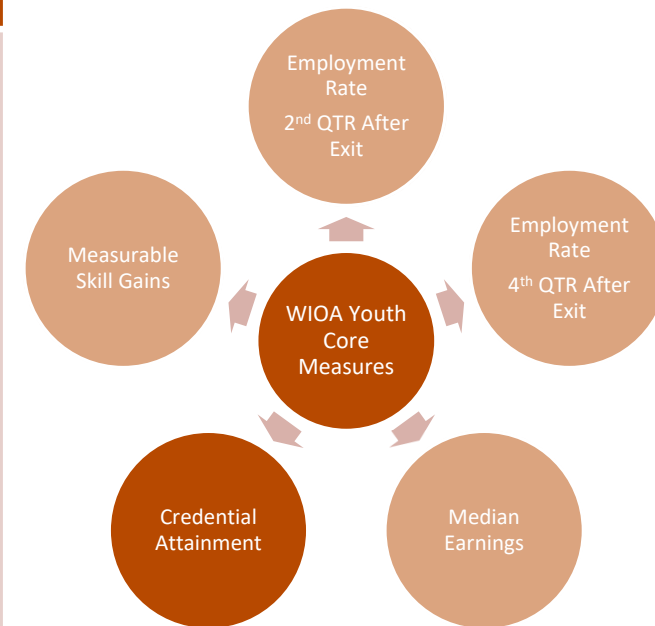
- The number of participants who exited during the reporting period who obtained a recognized postsecondary credential during the program or within one (1) year after exit OR those who were in a secondary education program and obtained a secondary school diploma or its recognized equivalent during the 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.



WIOA Title IB Youth Primary Indicators of Performance

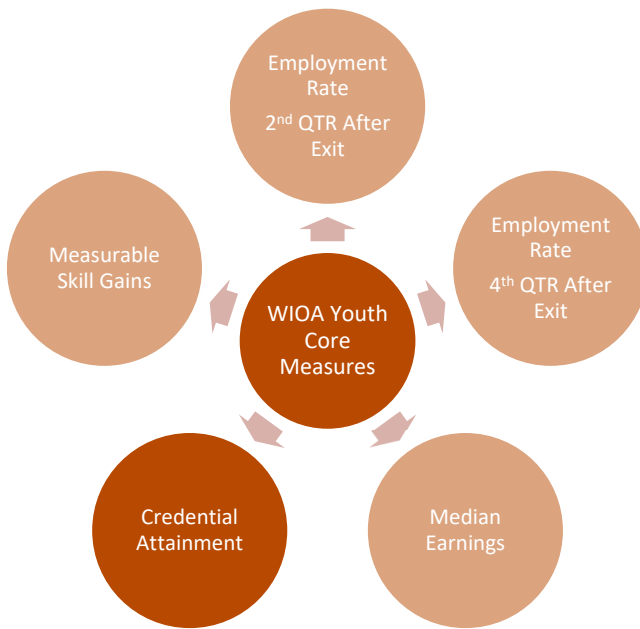
Types of Credentials

- **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 such as Certified Nursing Assistant (CNA)
 - ✓ Occupational Certificate including Registered Apprenticeship and Career and Technical Education educational certificates
 - ✓ Occupational Certification such as Automotive Service Excellence (ASE)
 - ✓ Other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment



WIOA Title IB Youth Primary Indicators of Performance

Recognized Credentials

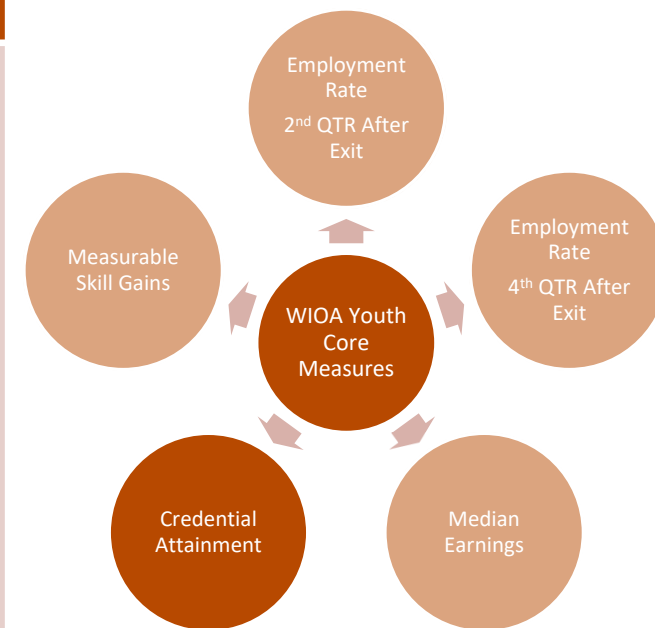


- A recognized postsecondary credential is defined as a credential consisting of an industry-recognized certificate or certification a certificate of completion of an apprenticeship, a license recognized by the State or Federal Government, or an associate or baccalaureate degree
- A secondary school diploma (or alternate diploma) (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.

WIOA Title IB Youth Primary Indicators of Performance

Certificates that Do NOT Count for the Credential Attainment Measure

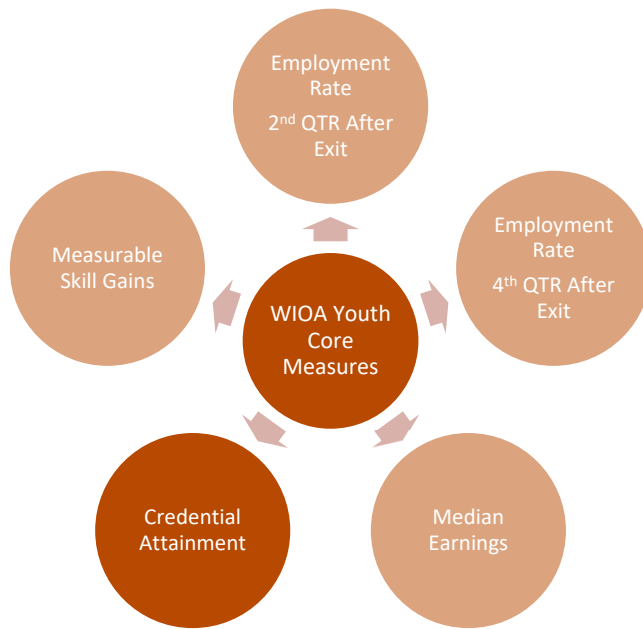
- Certificates that DO NOT document the measurable technical or industry/occupational skills necessary to gain employment or advance within an occupation.
- Examples include:
 - ✓ OSHA 10 or OSHA 30-hour safety courses
 - ✓ Work readiness, food handlers, and CPR/First Aid certifications
 - ✓ Completion 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



WIOA Title IB Youth Scenario – 1



- Jose is an In-School Youth (ISY) attending high school. After his junior year, his parents move the family to another state.
- Jose is exited from the program on June 30, 2020 with hopes that he will earn his HS Diploma in another state in the 365 days (one calendar year) of follow-up.
- The Career Planner, during follow-up contact, documents that Jose earned his HS Diploma on May 15, 2021.

- **Does this count as a WIOA Title IB Youth Credential?**

- A. No, as Jose is not included in the measure.
- B. No, Jose is in the measure, but is a negative.
- C. Yes, and Jose is a positive because he earned his diploma within one calendar year after exit.
- D. None of the Above, unable to determine based on the information provided.

WIOA Title IB Youth – 1 Explanation

- The correct response is B. Jose is included in the credential attainment measures as ALL In-School Youth are in this measure. However, with only what we know, Jose would be a negative on performance, because there is no indication Jose achieved an outcome of employment, or enrolled in postsecondary education or training within one year after exit.
- While he enrolled in high school after moving, a “Special Rule” applies when a participant obtains ONLY a secondary school diploma or its recognized equivalent whereby, they must meet an additional condition to be counted as a success in this measure. These participants must be employed, or enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit. Continued enrollment only in secondary education is not sufficient for positive outcome.
- Had he been employed, the wages could have been earned in follow-up before the HS Diploma date or at any point in the one-year period of follow-up.
- Key to this is that the order in which the activities or conditions occurred do not affect the performance measure outcome, only that the special rule condition occurred within one year of exit.

WIOA Title IB Youth Primary Indicators of Performance

- “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.

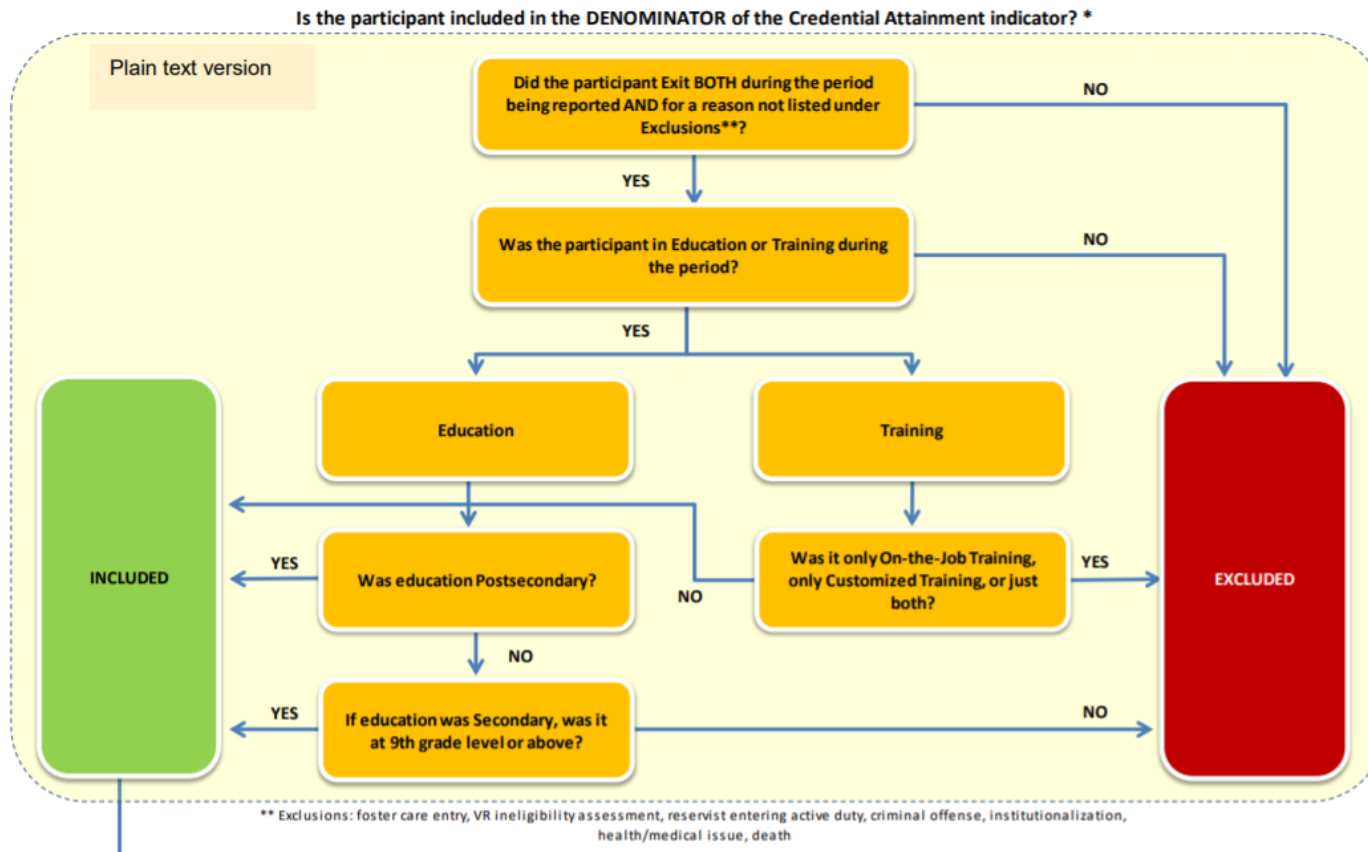


“Special
Rule”
Credential
Attainment



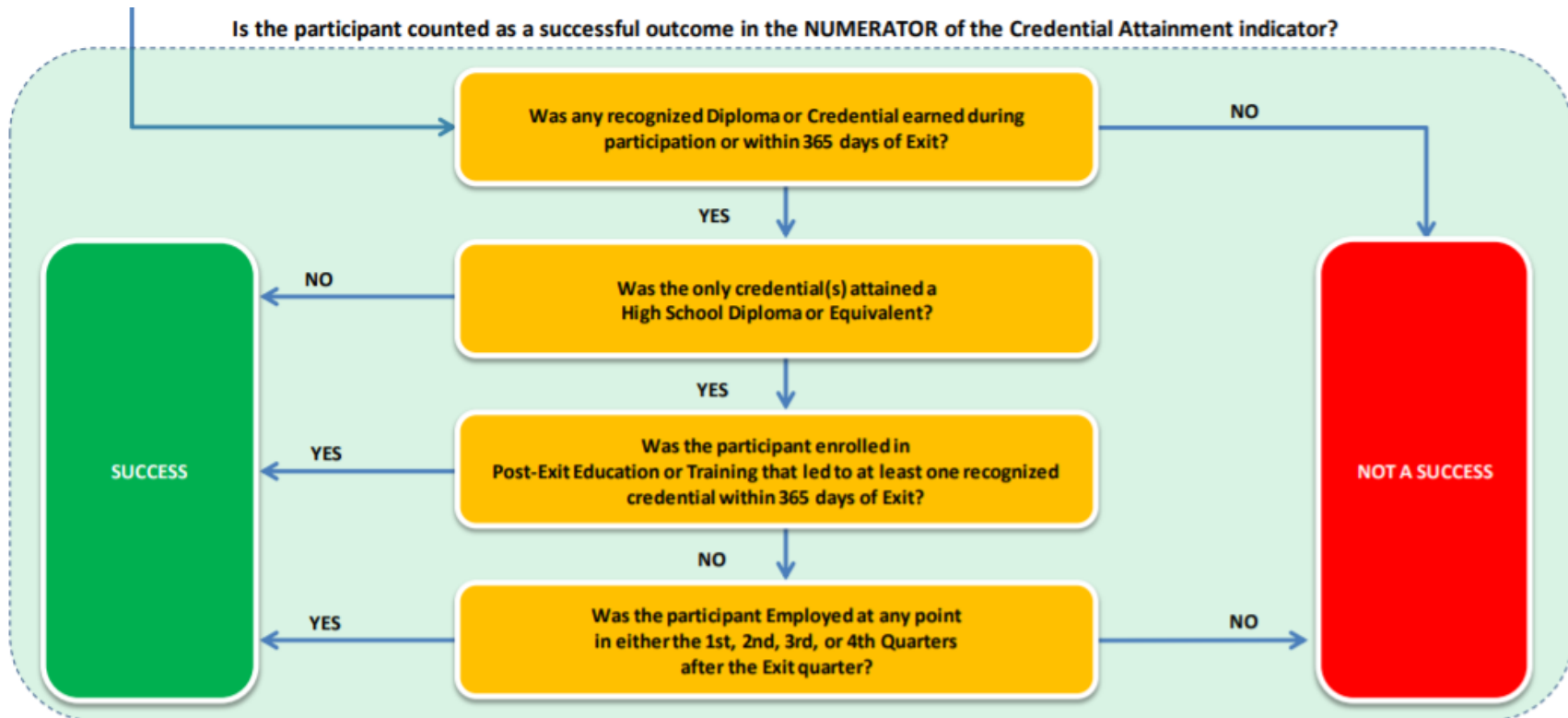
PLEASE
NOTE

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



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

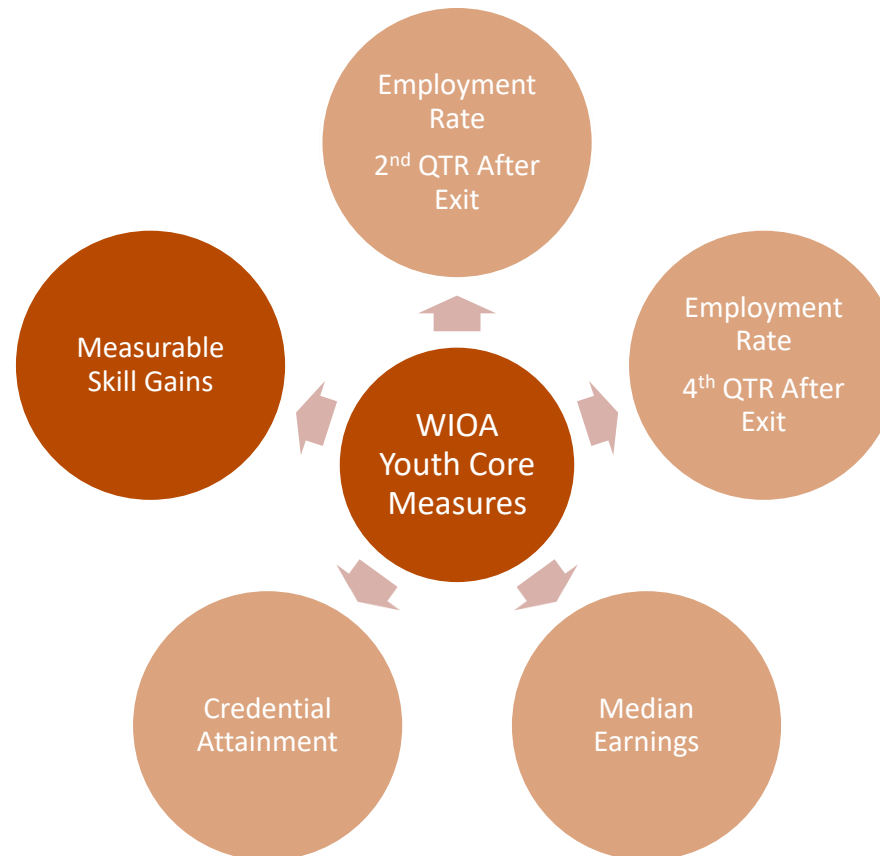


WIOA Title IB Youth Primary Indicators of Performance


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 Title IB Youth Primary Indicators of Performance



WIOA Title IB Youth Primary Indicators of Performance




Youth
Measurable
Skill Gains
(MSG)

PLEASE
NOTE

- 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.
- ✓ Youth participants in OJTs, including Pre-Apprenticeship Programs, and Customized Training are not included in this measure

WIOA Title IB Youth Primary Indicators of Performance



Youth
Measurable
Skill Gains
(MSG)



PLEASE
NOTE

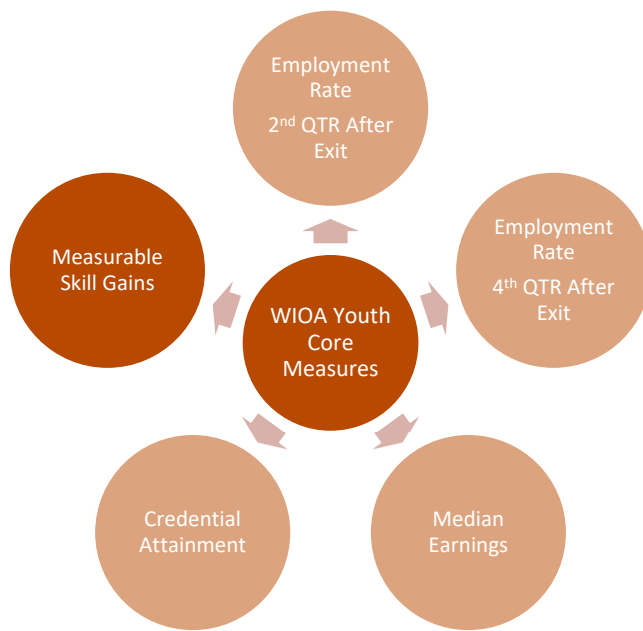
Who is in the measure?

- **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, postsecondary education, adult education (at or above the 9th grade level) or the YouthBuild or Job Corps programs
 - ✓ ISY are included in the MSG measure in each program year regardless of participation in education or training.
 - ✓ Out of school Youth who become enrolled in training will be in the measure and must achieve gains and they must be documented in the system to count.

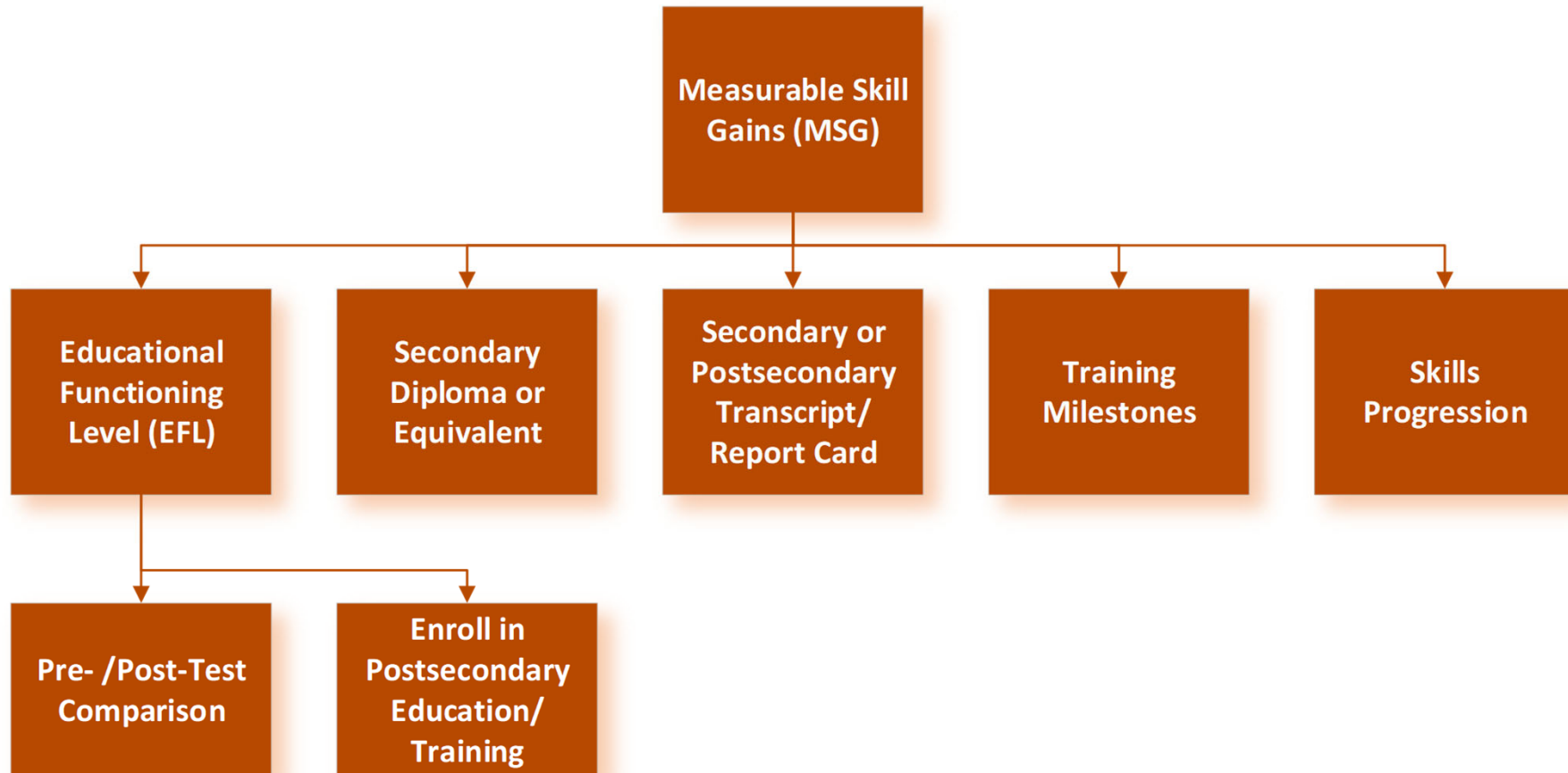
WIOA Title IB Youth Primary Indicators of Performance

Calculation/Methodology

- The number of program participants during the reporting period who are in an education or training program that leads to a recognized postsecondary credential or employment and are achieving measurable skill gains based on attainment of at least one type of gain DIVIDED by the number of program participants during the reporting period who are in an education or training program that leads to a recognized postsecondary credential or employment.



5 Types of Measurable Skill Gains



WIOA Title IB Youth Primary Indicators of Performance

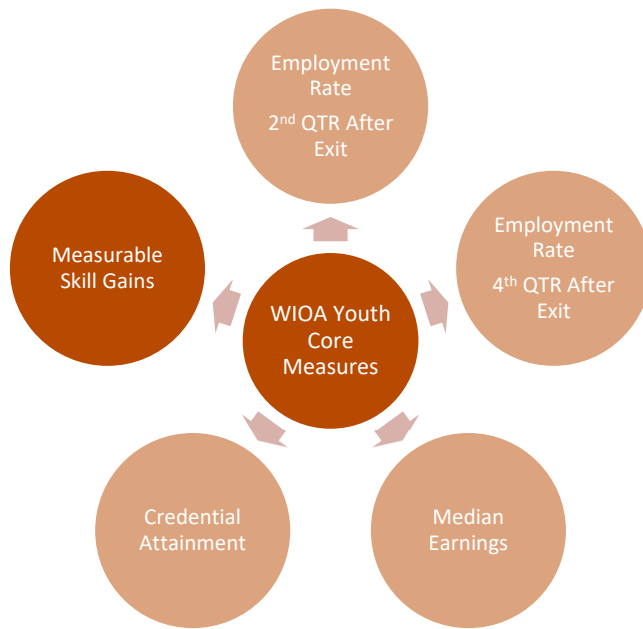
Types of MSGs

Educational Functioning Level (EFL)

- Documented achievement of at least one educational functioning (EFL) level of a participant who is receiving instruction below the postsecondary education level (includes three types of EFL measurements)

Secondary School Diploma or Equivalent

- Documented attainment of a secondary school diploma or its recognized equivalent



WIOA Title IB Youth Primary Indicators of Performance

Types of MSGs

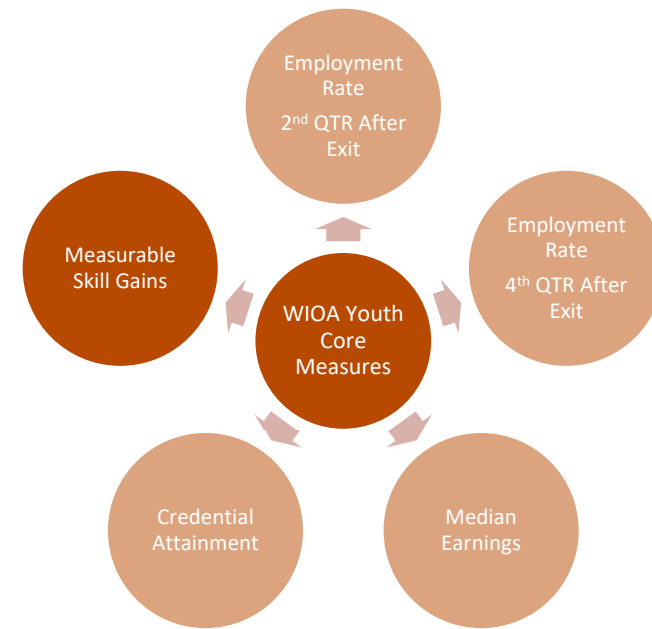
Secondary or Post-Secondary Transcript/Report Card

Secondary Transcript/Report Card

- Applies to participants without a high school diploma or General Educational Development (GED) at program entry.

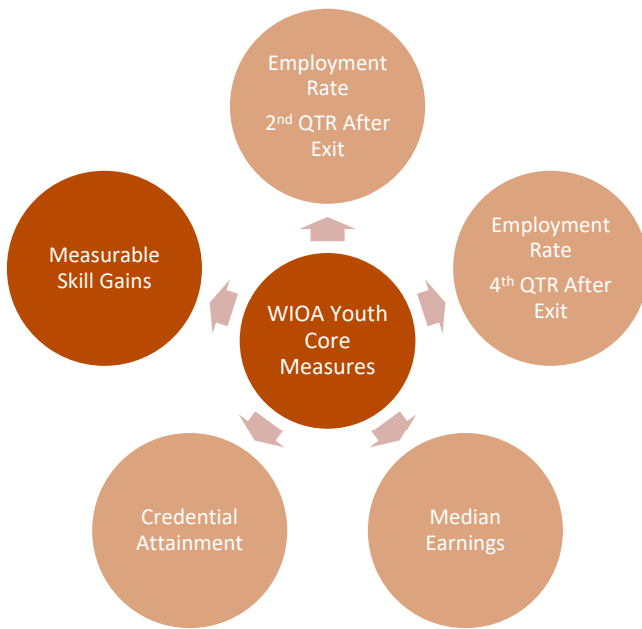
Post-Secondary Transcript/Report Card

- 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 Title IB Youth Primary Indicators of Performance

Types of MSGs



Training Milestone(s)

- 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. Progress reports must document substantive skill development.

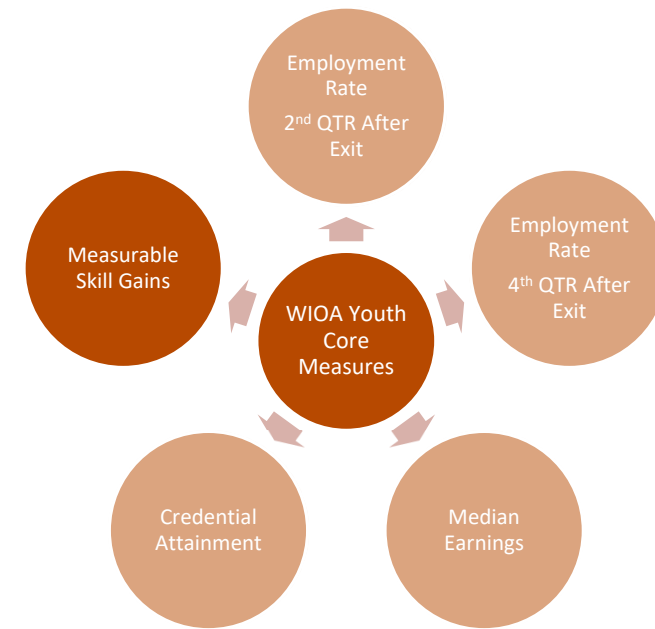
Skills Progression (Diploma/Certificate/Degree)

- 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.

WIOA Title IB Youth Primary Indicators of Performance

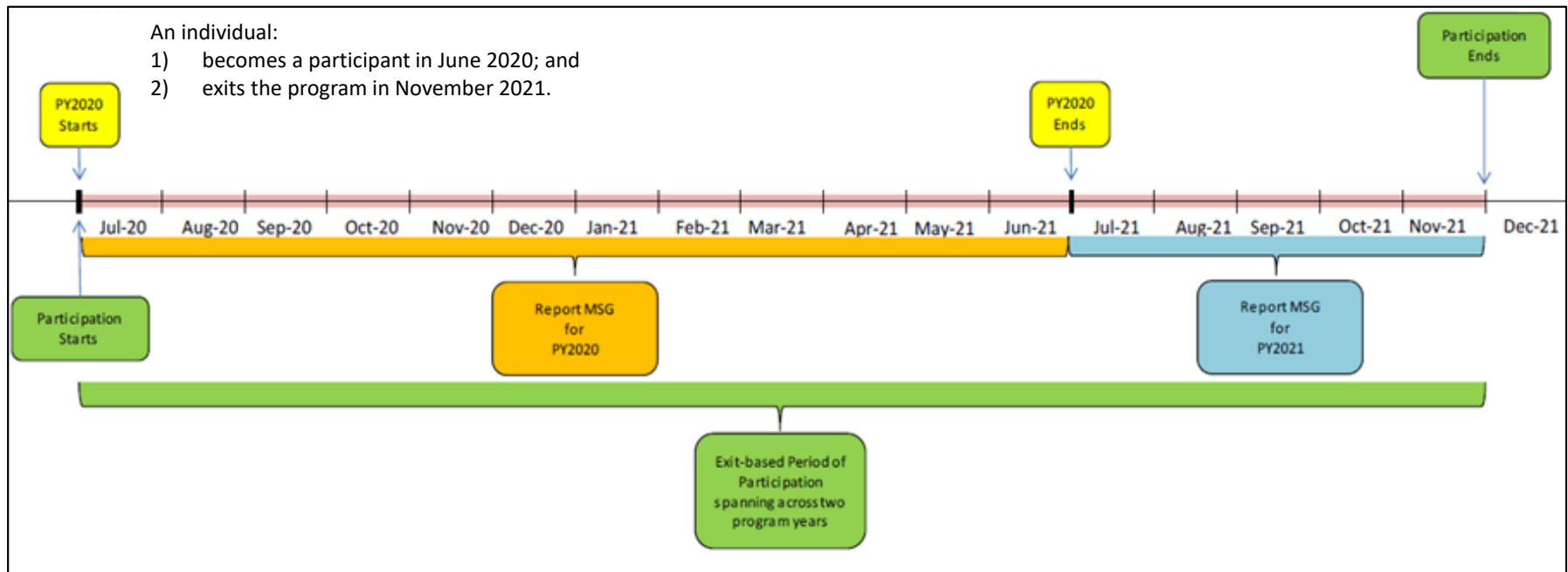
Need to Know

- 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.
- Even if a participant is enrolled late in a program year, they will still be included in the indicator if they meet the parameters for inclusion
- Enrollment or provision of services should not be delayed until the start of a new program year even if it perceived there is insufficient time to achieve an MSG by the end of the program year
- ALL MSGs 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.



Counting Periods of Participation

Example for Exit-Based Indicators and the Measurable Skill Gains Indicator of Performance



In this example, the participant has one period of participation which spans two program years (PY2020 and PY2021) and will be reported once for the purpose of exit-based indicators. Also, in this example, the participant must be reported twice (once in PY2020 and once in PY2021) because this indicator of performance must be reported at least once per program year for each participant and because the reporting is not triggered by exit. The individual is counted as a participant in both PY2020 and PY2021 because he/she continued to receive services after July 1, 2021. Exit-based performance indicators should be collected and calculated based off of the November 2021 exit date.

WIOA Title IB Youth 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

WIOA Youth Program Follow-Up Services



WIOA Youth
Follow-Up
Services
Post-Exit

PLEASE
NOTE

- There are Five WIOA Youth Program Services that may be provided as Follow-Up Services
 - Supportive Services
 - Mentoring
 - Financial Literacy Services
 - Labor Market Information Services
 - Postsecondary Preparation Activities
- ✓ Provision of Follow-Up Services to Youth Participant post-exit does not trigger new eligibility determination or participation period
- ✓ Self-service and information-only services may also occur post-exit
- ✓ Supportive Services provided to Youth during follow-up must align with the ISS and Local policy.



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* 	PY 2022
	<ul style="list-style-type: none"> • Credential Attainment 	
	<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

WIOA Title I Youth 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 4th quarter after exit.

- **Which indicators of performance is Sarah included in?**
 - A. Employment or Education or Training 2nd Quarter after Exit
 - B. Employment or Education or Training 4th Quarter after Exit
 - C. Median Earnings
 - D. Credential Attainment
 - E. Measurable Skill Gains

WIOA Title I Youth Scenario – 2 Explanation

- The correct answers are A, B and C, Sarah would be included in three of the five indicators of performance.
- Sarah will be counted in both the YOUTH Employment or Training/Education 2nd and 4th Quarters after Exit since she is enrolled as a WIOA Title I Participant.
- Also, it would be assumed she had wages during the 2nd quarter after exit because she was employed so would be counted in the median earnings measure.
- Because Sarah was not in an education or training program that led to a credential, she would not be in the Credential Attainment or Measurable Skill Gains.
- Sarah would not be a negative since she is not included in the denominator of these two measures.

WIOA Title I Youth Scenario – 3



- Jon is a WIOA In-School Youth (ISY) participant in the 11th 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.

- **Which indicators of performance is Jon included in?**
 - A. Employment or Education or Training 2nd Quarter after Exit
 - B. Employment or Education or Training 4th Quarter after Exit
 - C. Median Earnings
 - D. Credential Attainment
 - E. Measurable Skill Gains

WIOA Title I Youth Scenario – 3 Explanation

- The correct answers are A, B, D and E. Jon is a positive in Employment, or education or training, 2nd Quarter after Exit measure because he was in education or training in the 2nd quarter.
- He however would be considered a negative for the 4th quarter measure because he was not employed, or in education or training during the 4th quarter after exit (July – September).
- He would not be included in the median earnings measure because he was not employed during the 2nd quarter after exit so C was not an appropriate response.
- Jon would be included in the Credential Attainment measure; however he is not a positive because he doesn't meet the Special Rule in conjunction with his high school diploma. His employment was more than one year after program exit and he was not in postsecondary education or training leading to a postsecondary credential.
- He would have earned two MSGs, one in each of the first and second program years based on his high school education transcripts and training milestones of summer youth program.





What's Next in WIOA Performance Technical Assistance?



- ~~January 26, 2021, 1:00 – 2:30pm~~ February 2, 2022 - 1:00 – 2:30pm
Program Exits
- ~~February 9, 2022, 1:00 – 3:00pm~~ February 23, 2022 - 1:00 – 3:00pm
WIOA Performance Measures - Best Practices Virtual Roundtable
- Calendar Year 2022
Demand Occupation Training List* (February 16, 2023)
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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thank you