

Measurable Skill Gains & Credentials

WIOA Performance Indicators



WIOA Title IB Quarterly Performance Office Hours

March 20th, 2024

Slide 1

BPO

Mark - In the Youth Liasons call today DOL remarked they are impressed with the amount of performance and other TA done by Illinois and ahead of the curve. as far as MSGs and mapping. Another State remarked they will not touch MSGs and leave it alone and do not welcome any more input from DOL because they are not in a place to handle or disseminate the new info.

Barry, Paula, 2024-03-19T20:41:32.224

BM0 0

This is great feedback. You may want to mention that if you think it worthwhile regarding Illinois.

Burgess, Mark, 2024-03-19T22:52:08.344

BPO 1

Okay - i may to give them perspective on our progress with the measure. thanks!

Barry, Paula, 2024-03-20T13:19:28.309

BM0 2

Yes, that sounds great.

Burgess, Mark, 2024-03-20T13:24:02.281

WIOA Updates



IWDS 2.0 Transition

- Updated management information system to replace IWDS
- Modern technology, more intuitive
- Meet USDOL guidance on reporting
- Assure accessibility
- Expected completion date of late 2025

WIOA Updates

WIOA Reauthorization - A Stronger Workforce for America Act

- ONLY in Committee, at this time
- Performance & Reporting Related Items
 - New terms and definitions
 - Minimal Changes to Eligibility
 - Report on LWIA Allocation Spent on ITAs and Training Contracts, and separately on Supportive Services
- State AND Local Sanctions
 - Sets 80% Threshold for Local Performance
 - Sets 90% for Local Overall Scores
 - Sets Reduction of Funding after 2nd Consecutive Year of Unsuccessful Performance



WIOA Updates

WIOA Reauthorization (continued)

- SAM to Set State Expected Levels of Performance unless Unaccepted
- Additional Factors Added for Consideration
- New Measures
 - Replace 4th Quarter Employment with 4th Quarter Workforce Retention
 - Reduces Time to Achieve Credential, Employment and MSG
 - Adds Median Earnings Gain
 - Replace Effectiveness in Serving Employers and ties to Work-Based Training Models
 - Adds Indicator for Participants of Work Experience



WIOA Updates

WIOA Reauthorization (continued)

- Eligible Training Provider
 - Sets Two Tiers of Eligibility: Standard and Conditional
 - State to Set Minimum Performance
 - Lead to Recognized Post-Secondary Credential
 - Performance: Credential Attainment, Median Earnings, and Ratio of Median Earnings
 - Initial Eligibility for 1 year, Conditional for up to 4 years
 - Conditional Eligibility Payment Structure
 - Employer Sponsored or Industry/Sectoral Partnership Designation
- Webinar in future to present more (Stay Tuned)

WIOA Updates

Additional Updates

- National Apprenticeship System Enhancements
 - IWIB Apprenticeship Committee, Task Force provided comments
- PY24-25 State Performance Negotiations in April/May 2024
 - PY24-25 Local Negotiations in August/September 2024
 - Revised Policy and Guidance Forthcoming
 - Local Negotiation Tool Issued Prior to Expected Levels
- 2024 WIOA Summit April 24-25 – Register Now



Measurable Skill Gains Definition

Measurable skills gains are defined as:

- Documented and measurable academic, technical, occupational, or other forms of progress
- towards an industry-recognized postsecondary credential or employment.

There are five types of skill gains.



Who is Included in the Measurable Skill Gains Indicator?

- **Adults** – Only adult individuals in education or training count in the indicator (includes Apprenticeships, OJT and customized training).
- **Youth** – All in-school youth (ISY) are included, and out-of-school youth (OSY) in occupational skills training, secondary or postsecondary education, while in the program, plus a few others. (See WIOA Title IB Services Matrix.)



Calculating the Measurable Skill Gains Outcomes

This measure = 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 skills gains.



- **NOTE:** Only one gain may be counted in the numerator per reporting period (i.e., program year) regardless of how many skill gains are attained and documented.

Measurable Skill Gains are not exit-based. An MSG is counted per Program Year (i.e., by 6/30 annually).

- Even though only one gain may be counted in the numerator per reporting period (i.e., program year), **staff should be regularly checking for ANY skill gain attained throughout the program year. Procedures should be in place for regular checks.**

PLEASE
NOTE



Which Participants are in the MSG Indicator?

All participants in education or occupational skills training services are included in the MSG performance measure, regardless of how long they have participated in the program year.



- The **date** entered education or training triggers inclusion of the participant in the measure.
- First Date of training = date individual attended class; not registered or first date of semester/course/class.
- Last date of training = last date attended class. Not date of final exam, received report card, dropped of project, etc.

Five Types of Measurable Skill Gains

- **Type 1** –
- **“MSG for EFL Gain”** Calculated by Pre- and Post-Test scores. Achievement of at least one educational functioning level, if receiving instruction below postsecondary education level
 - The three ways to measure EFL gains are in [TEGL 10-16, Change 1](#)
 - Calculated in MIS.



Five Types of Measurable Skill Gains

- Type 2 -
- "Attainment of secondary school diploma or equivalent"
- **UPDATE: High School Diplomas and GEDs are counted as this MSG type when they are documented and added to the exit screen.**
- **They do not fall under definition of "Skills Progression" type. Do not document as such.**
- **Make sure to add them to exit real time, as they occur. Don't wait until the exit is entered in system.**



Five Types of Measurable Skill Gains

BP

- **Type 3** -
- a.) **"Secondary"** report card and/or
- b.) **"Postsecondary"** transcript for a sufficient number of credit hours
 - Pass/Fail - don't apply specific levels.
 - Secondary: transcript or report card for 1 semester
 - Postsecondary: at least 12 hours per semester or,
 - for part-time students, a total of at least 12 hours over 2 completed consecutive semesters

Slide 14

BPO

Confirmed in PIRL these are 1807 & 1808 - not combined as one type as DOL presents.

Barry, Paula, 2024-03-19T18:38:24.821

Five Types of Measurable Skill Gains (continued)



- **Type 4** –
- **“Training Milestone”** Satisfactory **progress report** toward an established milestone from an employer or training provider.
- Occur at worksite - OJT, WEX, WBL
- **A certificate of Completion does not count as a skill gain. OSHA, CPR or other stand-alone training will never count as any type of MSG.**
- Employability Skills are not MSGs.
- Goal: What constitutes "satisfactory" progress?
 - i.e; Are the skill increases "measurable"?

Five Types of Measurable Skill Gains (continued)



- **Type 4** –
- **“Training Milestone”** (Progress Reports)

- Scenario:
 - WIOA Title IA/ID/IY: "WBL – Job Shadowing": short-term enrollment will provide skill gains that can be documented when a participant obtains a satisfactory or better progress report towards established miles stones.

 - ISY – who are counted in programs MSG each PY regardless of education/training.

 - IA/ID OSY Individuals enrolled in training close to 6/30 date for MSG.

Slide 16

BPO

Mark - I can remove this due to so many slides -Teresa provided this idea as one to come up with MSGs for those getting enrolled late in Spring/Summer.

Barry, Paula, 2024-03-19T21:16:55.354

BM0 0

I actually don't mind it here, and might even want to add work experience as another option for a short example of how an MSG might be attained with late program year enrollments. The explanation behind "WBL - Job Shadowing" is rather generic and would also fit for work experience, right? So this could be revised to be "WBL - Job Shadowing or WBL - Work Experience" or however Work Experience is labeled in the Services Matrix.

Burgess, Mark, 2024-03-20T13:27:10.729

Five Types of Measurable Skill Gains (continued)

- **Type 5 –**
- **“Skills Progression”**
- Passage of an exam required for an occupation or progress attaining technical/occupational skills as evidenced by trade-related benchmarks.
- **UPDATE: Tests leading up to a GED count as a Skills Progression/Exam based MSG!!**
- Occurs during education in classroom environment.
- Does the test or exam demonstrate to the instructor necessary skills have been obtained? YES = MSG type



Five Types of Measurable Skill Gains (continued)



- **Type 5 –**
- “Skills Progression” (continued)
- Types of exams: RAP, employer-required/knowledge based, industry or occupational competency assessment, completion test for credential – CDL permit test.
- Exam Passage: passing state test to be able to obtain the CDL license = MSG.
- **The CDL license itself is NOT a skill Gain. It is the Credential.**
- **Certificates of Completion, ie; OSHA, CPR, computer softward skills, food safety courses, etc. never count.**

Need to know: MSGs –



- Are "predetermined". Must be established in ISS/IEPs prior to documenting an MSG type. (TEGL 10-16 Change2.)
- Should be set as goals that address ALL skill deficiencies of individuals.
- Should be documented throughout the year *as earned*.
- Programs should not wait to document MSGs until end of a quarter or PY.

Need to know: MSGs –

- Rule of Thumb: The key is the *documentation = MSG Type*:
 - Ask: What document will be provided/obtained to indicate the participant has met the requirements of the type of MSG.
 - Source document = MSG type.



Need to know: MSGs –



- Demonstrate value of training programs for the participant.
 - MSGs are evaluated by congress.
- Should document all five types across programs.
 - i.e.; lack of documenting a variety of MSG types may indicate need for revision of service delivery models.

Need to know: MSGs –



- All type of gains apply for all Individuals qualifying for the MSG performance measure.
- No rule requires a gain type to be tied to a WIOA funded education/training program.
- Example: For an OSY who qualified for the MSG in a PY, due to Occupational Skills Training, but also enrolled in a WEX, its allowable to document a Training Milestone when a successful progress report is obtained through participation in the WEX.
- If a gain type for transcripts is obtained from the classroom training, that should be documented as well.

MSG Resources: Guidance, Tutorials and Webinars

Guidance

- [TEGL 10-16, Change 2](#) – Joint Performance
- [TEGL 14-18](#) – Program-Specific Performance
- [TEGL 23-19, Change 1](#) – Source Docs / DV
- [TEN 25-19](#) – Postsecondary Credentials

E-Learning Modules (Tutorials)

- <https://performancereporting.workforcegps.org/resources/2018/07/30/12/57/Measurable-Skill-Gains-E-Learning-Module>
- <https://performancereporting.workforcegps.org/resources/2019/06/21/14/33/Measurable-Skill-Gains-Gain-Types-e-Learning-Module>
- <https://performancereporting.workforcegps.org/resources/2019/08/26/14/35/Webinar-Increasing-Posttesting-to-Improve-Measurable-Skills-Gains>

Webinars

- [Performance Accountability Webinar, Part 1](#)
- [Performance Accountability Webinar, Part 2](#)
- [WIOA Performance Hot Topics Webinar: Credential Attainment Rate and Measureable Skill Gains](#)

Criteria for a Credential – the Definition for Reporting

Credentials that can be reported for WIOA performance outcomes must:

- Be occupationally-specific; and
- Be industry-recognized.



- This includes credentials that are:
 - Academic (secondary or postsecondary)
 - Technical
 - Occupational.

Two Types of Credentials



- **Type 1** – Secondary
 - Academic
- **Type 2** – Postsecondary
 - Academic
 - Occupational – from Occupational Skills Training (OST)
 - Technical
 - Vocational

What the Credential Attainment Rate (CAR) Counts



This measure counts:

- Both secondary school diplomas or equivalent* and any postsecondary credentials.
- Credentials that are attained during the program or within 1 year following exit.

***Caveat:** If a participant attains a secondary school diploma or equivalent, this credential may count in the numerator only IF s/he also is employed or in an education/training program leading to a postsecondary credential within 1 year after exit.

Who is Included in the Credential Attainment Indicator?

- Adult and DW – Only individuals in training count in the indicator (excludes OJT and customized training).
- Youth –
 - ❖ All ISY are included,
 - ❖ Certain OSY are included - OSY in occupational skills training, in secondary or postsecondary while in the program, plus a few others.



Credential Attainment Rate Measurement

This indicator measures:

The percentage of participants enrolled in an education or training program - excluding on the job training (OJT) and customized training - who attain a recognized postsecondary credential or secondary school diploma within 12 months (1 year) after program exit.

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



- It includes participants in a postsecondary education or training program, or participants in a secondary education program (at or above the 9th grade level) without a secondary school diploma or equivalent.

Types of Credentials for Performance Reporting

- Secondary school diploma or recognized equivalent
- Associate's degree
- Bachelor's degree
- Occupational licensure
- Occupationally-specific certificates or certification,
 - including Registered Apprenticeship and Career and Technical Education (CTE) educational certificates
- Other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment



BPO

Notes

Barry, Paula, 2024-03-19T21:14:14.137

Examples of Credentials that DO Count

- Examples of credentials that meet the definition:

Certified Nursing Assistant (CNA) License

- Example of Occupational Licensure

Automotive Service Excellence (ASE) Certification

- Example of Occupational Certification

- States must follow definition – not feasible to rule on each individual credential



Slide 30

BPO

Focus Slide

Barry, Paula, 2024-03-19T21:12:04.139

Examples of Credentials that DO NOT Count

Examples of common certificates that do not meet the credential definition:

- Occupational Safety and Health Administration's (OSHA's) 10 Hour Course that provides awareness of job-related common safety and health hazards
- Work/career readiness certificates
- Completion of an assistive technology training program (e.g., screen reading software)
- Basic computer or soft skills
- Completion of orientation and mobility training



Slide 31

BPO

Focus slide

Barry, Paula, 2024-03-19T21:12:13.873

Credential Checklist Process

Is the training program offered by one of these types of organizations and institutions that award postsecondary credentials?

Other organizations not listed may award credentials. If "other" confirm that the organization awards recognized credentials

- | | | | | | | | |
|--------------|-------------------------------|--------------|---------------------------------|-----------------------|---|------------------|-----------|
| State Agency | Institute of Higher Education | Indian Tribe | Industry/ Employer Organization | Apprenticeship Agency | Public Regulatory Agency (i.e. Government licensing entity) | Veterans Affairs | Job Corps |
|--------------|-------------------------------|--------------|---------------------------------|-----------------------|---|------------------|-----------|



Is the credential one of the WIOA types of acceptable credentials?

- | | | | | | | | |
|-------------------------------------|------------------|-----------------|----------------------|-------------------------|-----------------------------|--------------------------|---|
| Secondary School Diploma/Equivalent | Associate Degree | Bachelor Degree | Graduate Degree (VR) | *Occupational Licensure | *Occupational Certification | Occupational Certificate | Other Recognized Certificate of Industry/ Occupational Skills |
|-------------------------------------|------------------|-----------------|----------------------|-------------------------|-----------------------------|--------------------------|---|



Have you verified the credential results in industry-wide, measurable technical or industry/ occupational skills, rather than general skills certificate examples below, that DO NOT count?

- | | | | | |
|----------------------------|------------------------|-------------------------|--|--|
| *General Computer/security | *Good safety practices | *Good hygiene practices | Workforce Development Boards/work readiness certificates | *VR Training & Comprehensive Rehab Centers |
|----------------------------|------------------------|-------------------------|--|--|



Are you confident that the training is not excluded from the indicator?

- | | |
|----------------------|---------------------|
| *On-the-Job-Training | Customized Training |
|----------------------|---------------------|

BPO

Reference Material Only

Barry, Paula, 2024-03-19T21:12:34.998

Credential Attainment Decision Tree Tool



ETA | Employment & Training Administration

americanjobcenter

Postsecondary Credential Attainment Decision Tree

Welcome to the Postsecondary Credential Attainment Decision Tree!

What is this tool?

DOL ETA designed this interactive tool and accompanying guide (based on similar tool developed by the WINTAC) to assist grantees in making determinations about whether individual credentials count toward the Workforce Innovation and Opportunity Act (WIOA) credential attainment primary indicator of performance. States, Local Workforce Development Boards (LWDB) and other Federal grantees utilizing the WIOA Credential Attainment indicator may use this tool to help determine if a credential meets the definition of recognized postsecondary credential, as defined by WIOA. Please read the guide for detailed examples of types of credentials that count, industry recognized credentials, the difference between certification and certificates and more valuable tips.

What types of credentials should this tool be used for?



Please use this tool for postsecondary credentials only. The tool is primarily applicable to title I programs.

RESOURCES

[Training and Employment Guidance Letter \(TEGL\) No. 10-16, Change 1 "Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title 1, Title II, Title III, and Title IV Core Programs"](#)

[Training and Employment Guidance Letter \(TEGL\) No. 14-18, "Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor \(DOL\)"](#)

[TEN 25-19](#) – Understanding Postsecondary Credentials in the Public Workforce System has been added to the ETA Advisory



<https://www.dol.gov/agencies/eta/Performance/resources/credential-attainment>

BPO

Reference Material only

Barry, Paula, 2024-03-19T21:12:48.420

Need to Know: Credentials

FAQ:

- An In School Youth (ISY) earned a High School diploma during participation in WIOA. He was enrolled in Title I funded youth elements, entrepreneurial skills training and CDL courses.
- At exit, he had dropped out of CDL training and was not employed.
- During his exit quarter he enrolled in an RN program and paying with student loans. Within three months he received his CAN as a pre-req to the RN program.

- Are programs allowed to report the non-WIOA training related CAN license?
- What are his outcomes in the Youth credential performance measure?

Need to Know: Credentials

FAQ:

- An In School Youth (ISY) earned a High School diploma during participation in WIOA. He was enrolled in Title I funded youth elements, entrepreneurial skills training and CDL courses.
- At exit, he had dropped out of CDL training and was not employed.
- During his exit quarter he enrolled in an RN program and paying with student loans. Within three months he received his CAN as a pre-req to the RN program.

- Are programs allowed to report the non-WIOA training related CNA license? **YES.**
- What are his outcomes in the Youth credential performance measure? **Positive/numerator**

Slide 35

BP0

Mark - take or leave those questions. Teresa asked us the questions as a quiz but didn't have a slide on it. thank!

Barry, Paula, 2024-03-19T21:02:29.052

BM0 0

We shouldn't leave them in without a response to them. Otherwise we will be inundated with requests to provide a response.

Burgess, Mark, 2024-03-19T22:53:16.981

BP0 1

[@Burgess, Mark] I put the answers in Green on slide 35 -

Barry, Paula, 2024-03-20T13:22:59.377

BM0 2

Great. Thanks.

Burgess, Mark, 2024-03-20T13:27:48.135

Caveats for Exit-Based Measures like the CAR

- ❖ There is a two-quarter time lag after the exit quarter built into the reporting times on exit-based measures to allow for participant follow up and direct UI quarterly wage record matching.
- ❖ After two quarters, if the information is still not available, wages for the Median Earnings in the 2nd Quarter will be converted to \$0 permanently in the MIS, and will indicate that the participant was not employed for the Employment Rate 2nd Quarter After Exit indicator.
- ❖ **NOTE:** Supplemental information collection during follow-up will be important, especially for participants without an SSN entered into the MIS, for:
 - ❖ Wages
 - ❖ Employment
 - ❖ [O*NET Occupational Code](#) of Placement
 - ❖ Training-Related Employment
 - ❖ Credentials



O*NET OnLine



Credential Guidance, Decision Pathway and Decision Tree Tool

Guidance

- [TEGL 10-16, Change 2](#) – Joint Performance
- [TEGL 14-18](#) – Program-Specific Performance
- [TEN 25-19](#) – Postsecondary Credentials
- [TEGLs 23-19, Change 1](#) – Source Docs/DV

Resources, e-Learning Module, and Decision Narrative Guide

- <https://performancereporting.workforcegps.org/resources/2017/12/18/18/43/Credential-Attainment-Resource-Page> - Resource Page
- <https://performancereporting.workforcegps.org/resources/2018/07/02/19/10/Credential-Attainment-E-Learning-Module> - E-Learning Module
- Guide - http://wintac-s3.s3-us-west-2.amazonaws.com/topic-areas/t05_CommonPerformance/t05_resources/Credential-Attainment-Guide-Final-Accessible.pdf

Desk Reference and Decision Tree Tool

Credential Attainment Indicator Decision Path - <https://performancereporting.workforcegps.org/resources/2017/10/10/17/25/WIOA-Desk-Reference-Credential-Attainment-Indicator-Decision-Path>

Decision Tree Tool - <https://www.dol.gov/agencies/eta/Performance/resources/credential-attainment>

Slide 37

BPO

Reference Material Only

Barry, Paula, 2024-03-19T21:15:28.308