

COFFEY CHAT - WIOA Measurable Skills

For RP1 and RP2 Grantees
with Amy Landesman and
Jim Callahan
March 28, 2019



How Chat Works

- Amy or Jim will start the topic discussion
- Grantees will join the discussion to add information, pose new related issues, and provide helpful tips for other grantees to consider.
- Our discussion topics today are:
 - Defining the WIOA Measurable Skills Performance Indicator
 - Discussing what counts
 - Tracking in MIS

Measurable Skill Attainment: WIOA Definition

Measurable Skill Gains: The percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

- ❖ This indicator is used to measure interim progress of participants who are enrolled in education or training services *for a specified reporting period (a program year)*.
- ❖ It is not an exit-based measure.

Did this enrollee obtain a measurable skill that is recognized in REO/WIOA?

- Poll #1

Ed enrolled in RP and was placed in a life skills education program. He completed the training. Via a pre and post knowledge check, Ed was certified by his instructor to have achieved measurable life skills gains. He was hired by a local home builder at \$16.75 an hour.

A. Yes

B. No

Did this enrollee obtain a measurable skill that is recognized in REO/WIOA?

B. No!

The training program was not 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.”

(quote from TEGl 10-16 page 17)

Measurable Skill Attainment: Calculation

The Numerator: 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 Denominator: 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.

Do these enrollees qualify as achieving a measurable skills gain for REO/WIOA?

- Poll #2

Two of our enrollees attended the community college in the evening taking two courses for four credit hours. During two semesters, over a 12 month period, they earned 8 credit hours towards their AA degree.

A. Yes

B. No

Did this program qualify as a measurable skills gain for REO/WIOA?

B. Not Yet!

For postsecondary education, the gain must demonstrate a sufficient number of credit hours, which is at least 12 hours per semester. For part-time students, a total of at least 12 hours over the course of two completed semesters during a 12 month period that shows a participant is achieving the State unit's academic standards is the benchmark for the gain.

See next slides for more....

Measurable Skill Attainment: Documentation

Grantees should follow the following 5 guidelines on documentation:

1. Documented achievement of at least 1 educational functioning level of a participant who is receiving instruction below the postsecondary educational level;

Programs may measure educational functioning level gain in one of three ways:

- a) a pre-test and post-test;
- b) Programs that offer adult high school programs that lead to a secondary school diploma or its recognized equivalent may measure and report educational gain through the awarding of credits or Carnegie units; or
- c) Programs may report an educational functioning level gain for participants who exit a program below the postsecondary level and enroll in postsecondary education and training during the program year. A program below the postsecondary level applies to participants enrolled in a basic education program.

Measurable Skill Attainment: Documentation

2. Documented attainment of a secondary school diploma or its recognized equivalent –

Programs may document attainment of a secondary school diploma or its recognized equivalent if the participant obtains certification of attaining passing scores on all parts of a State-recognized high school equivalency test, or the participant obtains a diploma or State-recognized equivalent documenting satisfactory completion of secondary studies or an alternate diploma, including a high school or adult secondary school diploma.

Measurable Skill Attainment: Documentation

3. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State unit's academic standards

For secondary education, this gain may be documented through receipt of a secondary transcript or report card for one semester showing that the participant is achieving the State unit's policies for academic standards. For postsecondary education, this gain must demonstrate a sufficient number of credit hours-which is at least 12 hours per semester (or equivalent) or, for part-time students, a total of at least 12 hours over the course of two completed semesters (or equivalent) during a 12 month period that shows a participant is achieving the State unit's academic standards (or the equivalent for other than credit hour programs). For example, if a postsecondary student completed 6 hours in the spring semester and 6 more hours in the fall semester and those semesters crossed two program years, they would not count as a skill gain in the first program year but they would count as a skill gain in the second program year.

Aha... Poll #2!!!

Measurable Skill Attainment: Documentation

4. 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.

Documentation for this gain may vary, as programs should identify appropriate methodologies based upon the nature of services being provided, but progress reports must document substantive skill development that the participant has achieved. The gain may be documented by a satisfactory or better progress report from an employer or training provider. Progress reports may include training reports on milestones completed as the individual masters the required job skills, or steps to complete an OJT or apprenticeship program. Increases in pay resulting from newly acquired skills or increased performance also can be used to document progress.

Measurable Skill Attainment: Documentation

- 5. 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 –**

Documentation for this gain may include passage of a component exam in a Registered Apprenticeship program, employer-required knowledge-based exam, satisfactory attainment of an element on an industry or occupational competency-based assessment, or other completion test necessary to obtain a credential.

What is your program's goal level for measurable skills gain?

- Poll #3
 - A. 50%
 - B. 75%
 - C. 50% of enrollees in training
 - D. 50% of all enrollees in training and education
 - E. None of the above

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 - E. None of the above

RP grantees must track measurable skills gain but do not have a benchmark for this indicator.

Operational Parameters

1. Participants are only included in the denominator 1 time per reporting period (i.e., program year), regardless of how many skills gains they achieve in a given program year. Likewise, participants are only included in the numerator one time per reporting period, regardless of how many skill gains they achieve in a given program year;
2. The measurable skill gains indicator is different from the other indicators because it is not exit-based, meaning that a participant can achieve a measurable skill gain while still participating in a program;
3. Programs should not delay services to participants until a new program year even if programs believe there is insufficient time for the participant to make any type of measurable skill gain by the end of that program year;
4. For performance accountability purposes, the measurable skill gains indicator calculates the number of participants who attain at least one type of gain during each period of participation within a given program year.
5. DOL has defined educational functioning levels in TEGL 17-5.

What's the program skills gain count?

- Poll #4

Rita enrolled in July 2018 and attended our GED prep for a month and took and passed her HSE exam in August and was awarded a HSE diploma. She entered Community College in September taking 12 credit hours and passed all courses. She was placed in a job as an Apprentice CAD Modeler in February and as of October of 2019 she had been awarded her journey person's certificate.

- A. None
- B. 1
- C. 2
- D. 3

What's the count?

- Poll #4

Rita enrolled in July 2018 and attended our GED prep for a month and took and passed her HSE exam in August and was awarded a HSE diploma. She entered Community College in September taking 12 credit hours and passed all courses. She was placed in a job as an Apprentice CAD Modeler job in February and as of October of 2019 she had been awarded her journey person's certificate.

- A. None
- B. 1
- C. 2
- D. 3

Rita had a skills gain in two different program years – so the program count is 2.

Tracking

MIS Data Items: On the Employ-Credentials-Edu Tab

Demographic	Employ-Edu.	Public Assist.	WIOA Etc	Criminal Justice	Core Ser.	Training Ser.	Employ-Credentials-Edu	Outcomes-Exit	Follow-Up	A
								Leading to a Recognized Postsecondary Credential or Employment (WIOA)		
	O.3a-Date Attained Recog. Credential									
	O.4- Type of Recognized Credential # 2									
	O.4a-Date Attained Recog. Credential #2									
	O.5- Type of Recognized Credential # 3							U.1.k-Date Attained Graduate/Post Graduate Degree (WIOA)		
	O.5a-Date Attained Recog. Credential #3									
	O.6-Date of Most Recent Measurable Skill Gains: Educational Functioning Level (EFL)					O.7-Date of Most Recent Measurable Skill Gains: Postsecondary Transcript/Report Card				
	O.8-Date of Most Recent Measurable Skill Gains: Secondary Transcript/Report Card					O.9-Date of Most Recent Measurable Skill Gains: Training Milestone				
	O.10-Date of Most Recent Measurable Skill Gains: Skills Progression					O.11 (hidden and moved to Core Services S.14b)-Date Enrolled During Program in an				

Tracking: MIS Data Items

MIS ID	Data Name and Definition	WIPS ID	Documentation
O.6	<p>Date of Most Recent Measurable Skill Gains: Educational Functioning Level (EFL)</p> <p>Record the most recent date the participant who received instruction below the postsecondary education level achieved at least one EFL. EFL gain may be documented in one of three ways: 1) by comparing a participant’s initial EFL as measured by a pre-test with the participant’s EFL as measured by a participant’s post-test; or 2) for States that offer secondary school programs that lead to a secondary school diploma or its recognized equivalent, an EFL gain may be measured through the awarding of credits or Carnegie units; or 3) States may report an EFL gain for participants who exit the program and enroll in postsecondary education or training during the program year.</p> <p>Leave blank if this data element does not apply to the participant.</p>	1806	<p>One of the following:</p> <ul style="list-style-type: none"> ➤ Pre- and post-test results measuring EFL gain ➤ Adult High School transcript showing EFL gain through the awarding of credits or Carnegie units ➤ Postsecondary education or training enrollment determined through data match h, survey documentation, or program notes.

Tracking

MIS ID	Data Name and Definition	WIPS ID	Documentation
0.7	<p>Date of Most Recent Measurable Skill Gains: Postsecondary Transcript/Report Card</p> <p>Record the most recent date of the participant’s transcript or report card for postsecondary education who complete a minimum of 12 hours per semester, or for part time students a total of at least 12 credit hours over the course of two completed semesters during the same 12 month period, that shows a participant is meeting the State unit's academic standards.</p> <p>Leave blank if this data element does not apply to the participant.</p>	1807	<p>One of the following:</p> <ul style="list-style-type: none"> ➤ Transcript ➤ Report card
0.8	<p>Date of Most Recent Measurable Skill Gains: Secondary Transcript/Report Card</p> <p>Record the most recent date of the participant’s transcript or report card for secondary education for one semester showing that the participant is meeting the State unit’s academic standards.</p> <p>Leave blank if this data element does not apply to the participant.</p>	1808	<p>One of the following:</p> <ul style="list-style-type: none"> ➤ Transcript ➤ Report card

Tracking

MIS ID	Data Name and Definition	WIPS ID	Documentation
0.9	<p>Date of Most Recent Measurable Skill Gains: Training Milestone</p> <p>Record the most recent date that the participant had a satisfactory or better progress report towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of one year of a registered apprenticeship program, etc.).</p> <p>Leave blank if this data element does not apply to the participant.</p>	1809	<p>One of the following:</p> <ul style="list-style-type: none">➤ OJT or Registered Apprenticeship➤ Contract and/or evaluation from employer or training provider

Tracking

MIS ID	Data Name and Definition	WIPS ID	Documentation
O.10	<p>Date of Most Recent Measurable Skill Gains: Skills Progression</p> <p>Record the most recent date the participant successfully completed 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.</p> <p>Leave blank if this data element does not apply to the participant.</p>	1810	<p>One of the following:</p> <ul style="list-style-type: none"> ➤ Results of Knowledge-based exam or certification of completion ➤ Documentation demonstration progress in attaining technical or occupational skills ➤ Documentation from training provider or employer ➤ Copy of credential that is required for a particular occupational and only is earned after the passage of an exam.

Peer Exchange: WIOA Measurable Skills Gains

- Questions?
- What advice, suggestions, strategies can you share?



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