


MARICOPA COUNTY  HUMAN SERVICES DEPARTMENT Workforce Development Division	SECTION/REFERENCE N/A	PAGE 1 OF 6
	ORIGINAL ISSUE DATE June 2008	REVISION DATE July 2010
	AUTHORIZED BY: Patrick Burkhart, Assistant Director	
SUBJECT: Performance Measures Outcomes		ADDENDA: WIA Youth Performance Measures

Background:

The intent of common measures is to replace the existing WIA performance accountability system with a single, unified common measure system. Common measures are an integral part of the Employment and Training Administration’s (ETA) performance accountability system. The workforce investment system is transforming into a demand-driven system with strategic investments in workforce solutions that result in more individuals being trained for highly skilled jobs in high-growth, high demand industries. Common Measures are written as an equation, clearly identifying who is in the numerator and who is in the denominator.

For the Program Year 2010, youth providers will be accountable for the regulatory youth-related measures and common measures.

Policy:

Regulatory Youth-Related Measures

The seven youth-related performance measures are listed below:

Younger Youth (Ages 14-18)

- Skill Attainment
- Attainment of Degree or Certificate
- Retention

Older Youth (Ages 19-21)

- Entered Employment
- Retention
- Wage / Earning Increase
- Credential

The following tables provide additional information that includes definitions and formulas to calculate the regulatory measures.

Older Youth (19-21 years old) Measures

Measure	Definition	Formula
Entered Employment Rate	Of those who are not employed at registration and who are not enrolled in post-secondary education or advanced training in the first quarter after exit	$\frac{\text{\# of older youth (OY) who have entered employment by the end of the first quarter after exit}}{\text{\# of OY who exit during the quarter}}$

Measure	Definition	Formula
Employment Retention Rate	Of those who are employed in the first quarter after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit	$\frac{\text{\# of OY who are employed in third quarter after exit}}{\text{\# of OY who exit during the quarter}}$

Measure	Definition	Formula
Earnings Change	Of those who are employed in the first quarter after exit and who are enrolled in post-secondary education or advanced training in the third quarter after exit	$\frac{\text{Total Post-Program Earnings (earnings in the second and third quarters after exit) MINUS Pre-Program Earnings (earnings in the second and third quarters prior to registration)}}{\text{\# of OY who exit during the quarter}}$

Measure	Definition	Formula
Credential Rate	Of those who were in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of third quarter after exit	$\frac{\text{\# of OY who were in employment, post-secondary education, or advanced training in the first quarter after exit and received a credential by the end of third quarter after exit}}{\text{\# of OY who exit during the quarter}}$

Younger Youth (14-18 years old) Measures

Measure	Definition	Formula
Skill Attainment Rate	Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/ or occupational skills	$\frac{\text{Number of Goals Attained}}{\text{Total Number of Goals Set (minus pending goals)}}$

Measure	Definition	Formula
Diploma or Equivalent Attainment Rate	Of those who register without a diploma or equivalent	$\frac{\text{\# of younger youth (YY) who attained a secondary school diploma or equivalent by the end of the first quarter after exit}}{\text{\# of YY who exit during the quarter (except those in secondary school at exit)}}$

Measure	Definition	Formula
Retention Rate	Of those youth found in post secondary education, advanced training, employment, qualified apprenticeships, or military service in the third quarter after exit	$\frac{\text{\# of younger youth found in post secondary education, advanced training, employment, qualified apprenticeships, or military service in the third quarter after exit}}{\text{\# of YY who exit during the quarter (except those still in secondary school at exit)}}$

Common Measures

The three common measures apply to the MWC WIA Youth Program, which include Placement in Employment or Education, Attainment of a Degree or Certificate, and Literacy and Numeracy Gains.

Common Measure	Definition/ Formula	Data Source
Placement in Employment or Education	<p>Of those who are not in post-secondary education or employment (including the military) at the date of participation...</p> <p># of youth participants who are in employment (including the military) or enrolled in post-secondary education and/ or advanced training/ occupational skills training in the first quarter after the exit quarter</p> <hr/> <p># of youth participants who exit during the quarter</p>	<p><i>Wage records and supplemental data sources for placement in employment and military</i></p> <p><i>Administrative records (VOS) for placement in education or training</i></p>

- Individual who are in post-secondary education or employment at the date of participation are excluded from this measure.
- Employment and education status at the date of participant are based on information collected from the individual
- Individual in secondary school at exit will be included in this measure.

Participants who enter WIA funded youth programs while already in post-secondary education, employment, or the military have achieved the desired outcome under this measure. These individuals are excluded from this measure. Successfully returning young people to school or alternative education is desirable, but secondary school enrollment does not qualify as a placement under this measure. Individuals in secondary school at exit are included in this measure.

Common Measure	Definition /Formula	Data Source
Attainment of a Degree or Certificate	<p>Of those enrolled in education (at the date of participant or at any point during the program)...</p> <p># of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter</p> <hr/> <p># of youth participants who exit</p>	<i>Administrative Records</i>

	during the quarter	
--	--------------------	--

- Education refers to participation in secondary school, post-secondary school, adult education programs, or any other organized program of study leading to a degree or certificate.
- Individuals in secondary school at exit will be included in this measure.
- The term diploma means any credential that the state education agency accepts as equivalent to a high school diploma.
- Diplomas, GEDs or certificates can be obtained while a person is still receiving services or at any point by the end of the third quarter after exit quarter.
- Recognized occupational certificates are included in this measure.
- Work readiness certificates will not be accepted under this measure.

Individuals in secondary school at exit are included in this measure. The focus of the certificate measure is attainment of measurable technical or occupational skills, rather than work readiness skills.

Common Measure	Definition/ Formula	Data Source
Literacy and Numeracy Gains	<p>Of those out-of-school youth who are basic skills deficient... # of youth participants who increase one or more educational functioning levels</p> <hr/> <p># of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the # of youth participants who exit before completing a year in the youth program</p>	<i>Assessment instrument</i>

- In-school youth are excluded from this measure.
- It is allowable to use pre-test that are administered up to six months prior to the date of first WIA youth services. If prior pre-tests are not available, administration of the pre-test must occur at or prior to the date of participation.
- The same assessment tool is administered to the participants for pre-testing and post-testing.
- The date of the first WIA youth service is used to ensure that this measure is based on a “youth participation date” rather than the initial participation date.
- Individuals who are determined not to be basic skills deficient based on pre-test are excluded from this measure.
- All out-of-school youth must be assessed in basic reading/ writing and math.

The literacy and numeracy gains indicator measure the increase in skills of participants through a common assessment tool administered at program entry and regular intervals thereafter. Youth participants for whom the goal of Literacy and/ or Numeracy gains is most appropriate are those with basic skills deficiencies. Participants who are not basic skills deficient cannot achieve a positive outcome because they have attained basic literacy and numeracy. Exclusion of individuals who are not basic skills deficient focused the measure on

the participants with the greatest need for remediation, and minimizes the burden of testing individuals who, by virtue of their existing skill level, will not achieve a positive outcome under this measure.

In-school youth are not included in this measure because they already undergo a number of assessments within the school system in order to comply with state standards of learning and graduations exams such as the AIMS. Requiring in-school youth to receive further academic assessments outside of the school system is redundant since it is the responsibility of the local school districts to ensure proper academic assessment of in-school youth.

Exclusions from Common Measures

Occasionally, circumstances arise that are beyond the control of both the participant and the program and are expected to last for an undetermined period beyond 90 days.

A participant in the following categories, either at the time of exit or during the three- quarter measurement period following the exit quarter, will be excluded from the computation of the measures:

- *Institutionalized* — the participant is residing in an institution or facility providing 24-hour support, such as a prison or hospital, and is expected to remain in that institution for at least 90 days.
- *Health/Medical or Family Care* — the participant is receiving medical treatment or providing care for a family member that precludes entry into unsubsidized employment or continued participation in the program. This does not include temporary conditions or situations expected to last for less than 90 days.
- *Deceased* — Self-explanatory.
- *Reservists Called to Active Duty* — the participant is a reservist who is called to active duty for at least 90 days.
- *Relocated to a Mandated Residential Program* — for youth participants only, the participant is in the foster care system or any other mandated residential program and has moved from the area as part of such a program.