

# The Summit Group WINTAC Pre-Conference

*September 5, 2017*



**The Summit Group**



**WINTAC**

Workforce Innovation Technical Assistance Center





**Welcome to Omaha, Nebraska!**

# Objectives

- Develop a basic understanding of the Common Performance Measures
- Understand how data will be collected, reported and analyzed by the State VR Agencies
- Review state examples for using data for program evaluation and for collecting and reporting on credentials and measurable skill gains

# RSA Message & Updates

Melinda Giancola, Data Unit Chief RSA



RSA →

REHABILITATION SERVICES ADMINISTRATION

# Common Performance Measures & 911 Reporting Data

The Who, What, Why and When

# What Do the VR Regulations Say?

- The foundation of the VR program is the principle that individuals with disabilities, including those with the most significant disabilities, are capable of achieving high quality, competitive integrated employment when provided the necessary services and supports.
- To increase the employment of individuals with disabilities in the competitive integrated labor market, the workforce system must provide individuals with disabilities opportunities to participate in job-driven training and to pursue high quality employment outcomes.

# WIOA Core Partners

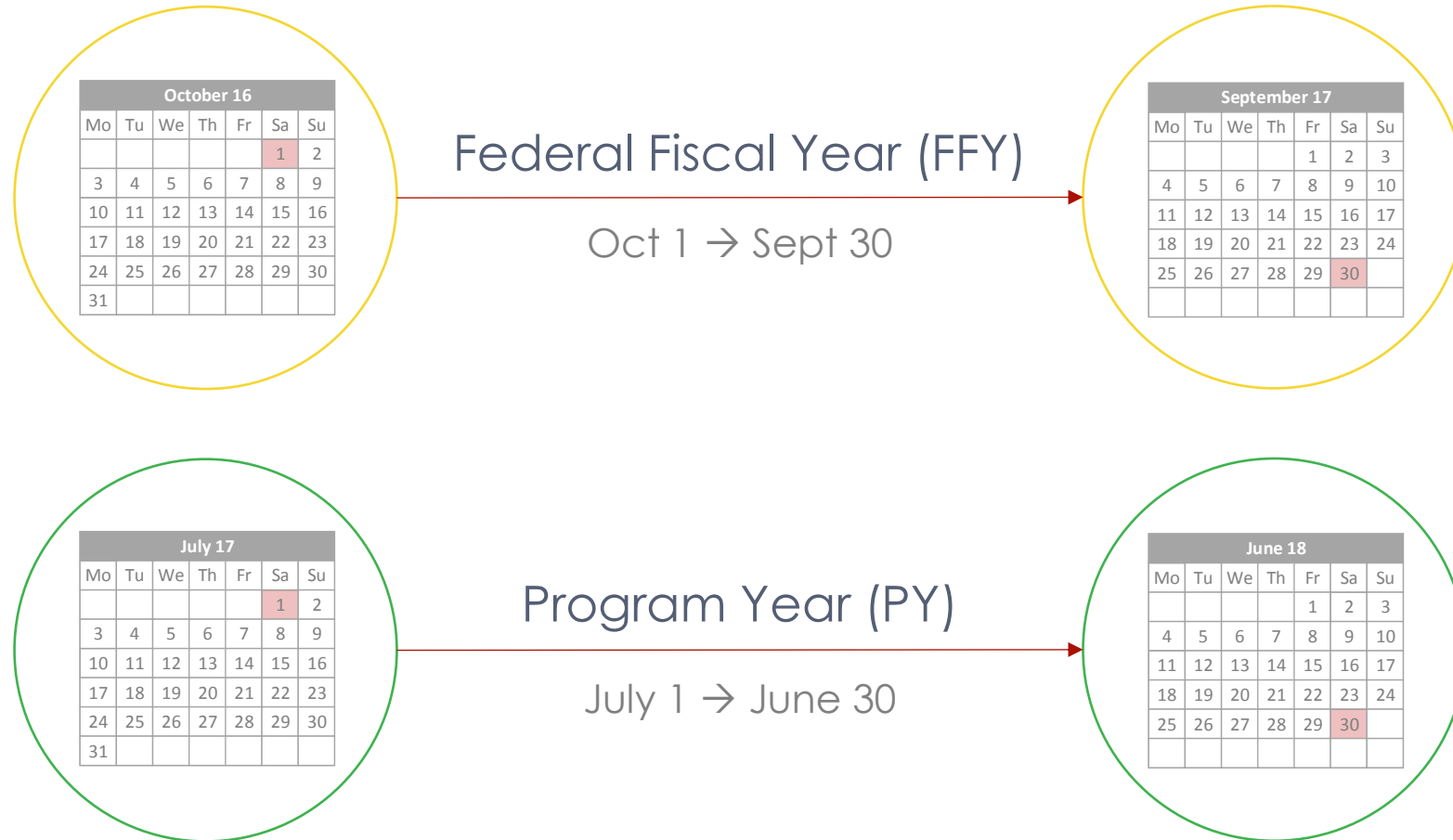
## Labor

- Title I – Workforce Development Activities
  - Adult, Youth, Dislocated Worker
- Title III – Amendments to the Wagner-Peyser Act

## Education

- Title II – Adult Education & Literacy
- Title IV – Amendments to the Rehabilitation Act of 1973
  - Vocational Rehabilitation

# Fiscal Year vs. Program Year





# When Does Reporting Begin?

By July 1, 2017 VR agencies must ensure:

- The agency's data collection system is capable of capturing and reporting all the required data elements;
- VR staff have completed training necessary to ensure the collection and reporting of the required data elements; and
- Internal control processes to ensure the accuracy and validity of the data have been implemented.

# WIOA-Common Performance Measures

## Apply across all six core programs

1. Employment Rate 2<sup>nd</sup> Quarter after Exit
2. Employment Rate 4<sup>th</sup> Quarter after Exit
3. Median Earnings in the 2<sup>nd</sup> Quarter after I
4. Credential Attainment Rate
5. Measurable Skill Gains
6. Effectiveness in Serving Employers



# Employment Rate 2<sup>nd</sup> Quarter After Exit

Percentage of participants in unsubsidized employment during the second quarter after exit from the program

- *Competitive Integrated Employment IS unsubsidized employment*

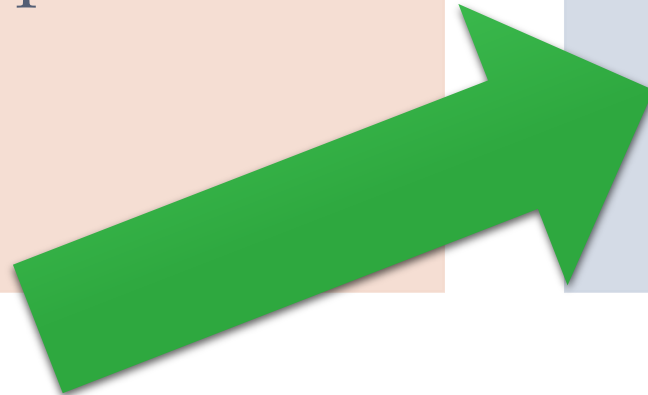
## Example: 2<sup>nd</sup> Quarter After Exit

### Client Exits

- **\*\*Sept. 5, 2017\*\***
- Exit PY Qtr.:
  - July 1-Sept 30, 2017

### When is 2<sup>nd</sup> Quarter After Exit?

- 1st Qtr. after exit:
  - Oct 1-Dec 31, 2017
- **2nd Qtr after exit:**
  - **\*Jan 1-Mar 31, 18\***



# Employment Rate 4<sup>th</sup> Quarter After Exit

Percentage of participants in unsubsidized employment during the fourth quarter after exit from the program

- *2<sup>nd</sup> and 4<sup>th</sup> quarter after Exit indicators are independent of each other (not retention measures)*

# Example: 4th Quarter After Exit

## Client Exits

- **\*\*Sept. 5, 2017\*\***
- Exit PY Qtr:
  - July 1-Sept 30, 2017

## 2nd Quarter After Exit

- 1st Qtr after exit:
  - Oct 1-Dec 31, 2017
- 2nd Qtr after exit:
  - Jan 1-Mar 31, 2018

## When is 4th Qtr. After Exit?

- 3rd Qtr after exit:
  - Apr 1-June 30, 2018
- **4th Qtr after exit:**
  - **\*July 1-Sept 30, 2018\***



# Median Earnings in the 2<sup>nd</sup> Quarter After Exit

Median earnings of those in unsubsidized employment during the second quarter after exit from the program

- *Wages must be verified through a direct wage record match or supplemental wage data*

# Example: Median Earnings

If VR client is found working during the 2<sup>nd</sup> quarter after exit, the total quarterly earnings would be included in the median earnings calculation.

- Example: \$10/hr. x 30 hours per week (13 weeks) = \$3,900





# How Do We Get Wage Data?

- Direct UI wage record match
- Federal or military employment records
- Supplemental wage information -- (TAC 17-04)

# State Wage Interchange System (SWIS)

- Permits participating States to exchange interstate wage records for performance accountability purposes under WIOA
- Enables all WIOA core programs in States that become signatories to the Agreement to access UI wage records through the SWIS
  - All States have the option to become signatories to the Agreement, thereby streamlining the ability to engage in interstate wage record sharing between participating States.
- If a State elects not to participate in the SWIS, it will need to enter into separate Agreements with other States in order to access interstate UI wage records.

# Credential Attainment Rate

- 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 or equivalent during participation in, or within one year of, exit from the program

# Types of Accepted Credentials

- Secondary School diploma or recognized equivalent
- Associate's degree
- Bachelor's degree
- Graduate degree for purposes of the VR program
- Occupational licensure
- Occupational certificate, including Registered Apprenticeship and Career and Technical Education educational certificates
- Occupational certification
- Other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment

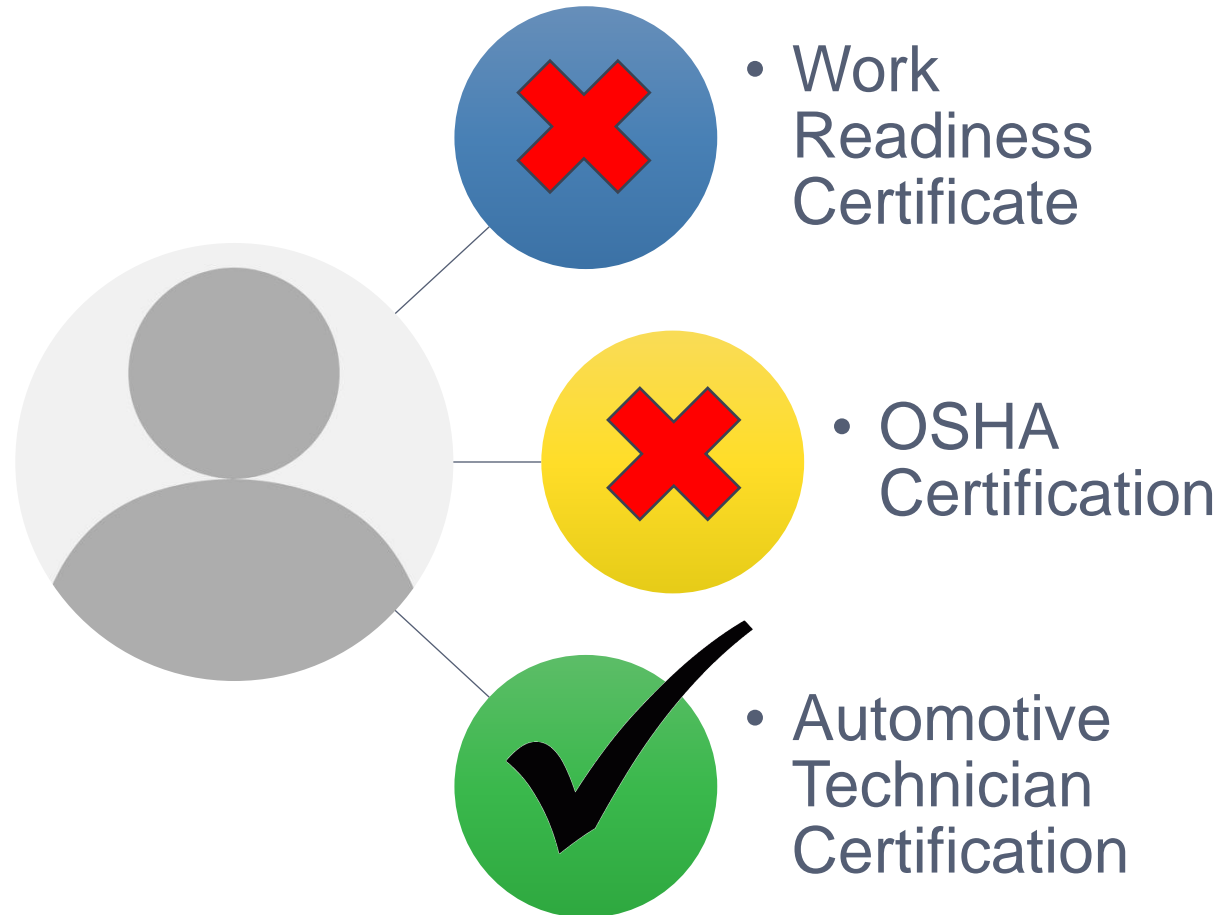
# Who is Included in the Credential Measure?

Title IV: The following VR program participants are included in this measure:

- All participants who have participated in an educational or training program leading to a postsecondary credential
- All participants who are enrolled in secondary education and who have the attainment of a secondary school diploma or its equivalent identified on their Individualized Plan for Employment (IPE)

After exit, one credential earned during or up to one year after exit

# Example: Credential Attainment



# Measurable Skill Gains

- 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 toward such a credential or employment.

## Measurable Skill Gains (continued)

- Documented academic, technical, occupational or other forms of progress toward the credential or employment
- The measurable skill gains indicator measures progress; it is not exit-based
- Five measures of documented progress that specify a skill gain:
  1. Educational functioning level (EFL) increase (below post-secondary)
  2. Attainment of secondary school diploma or its recognized equivalent
  3. Transcript/report card showing 12 credits attained
  4. Satisfactory progress report toward established milestone (e.g. OJT, etc.)
  5. Successful passage of a required exam (e.g. occupational, knowledge-based, etc.).



# Example: MSG



# Employer Measure

- Effectiveness in serving employers
- States choose 2-3 ways to measure level of performance; shared outcome among programs for the state:
  - Retention with the same employer in the 2nd and 4th quarters after exit
  - Employer Penetration Rate
  - Repeat Business Customer Rate
- Piloting indicators in PY16 and PY17
- States are encouraged to develop their own indicator

# Baseline Data and Reporting

- **Baseline Data Reporting Period**
  - Two years of reporting data: From July 1, 2017 through June 30, 2019
  - Baseline data will be used in Unified/Combined State Plans 2020
- **Quarterly Reporting: 911 Data to RSA**
  - Quarterly reports are submitted no later than 45 days of quarter's end
  - RSA will not provide feedback for quarterly reports
- **Annual Reporting**
  - RSA is developing procedures for annual reporting expectations
  - Data for annual reporting will be returned to states in a template format
  - Annual reports will be due to RSA by October 1 of each year

# Target Negotiations

## What can SVRAs expect for future target negotiations?

- Statistical Adjustment Model (SAM)
- Theory behind SAM will be the same
  - Coefficients will be different
- Negotiations will take place at two-year intervals
  - 2020, 2022, 2024, etc.

## 2017 WIOA National Convening Presentation on SAM

- Workforce GPS: Performance Accountability Track Presentations
  - [Understanding the Statistical Adjustment Model and its Use in Negotiations](#)

# Resources: Performance Accountability

## Department of Labor (DOL) Resources

- **WIOA Performance Accountability System**
  - [https://www.doleta.gov/performance/reporting/eta\\_default.cfm](https://www.doleta.gov/performance/reporting/eta_default.cfm)
- **Workforce GPS – ION Archived Webinar Trainings**
  - <https://ion.workforcegps.org/FocusAreas>

## Workforce Innovation and Opportunity Act (WIOA)

- **Section 116 – Joint Performance Accountability System**
  - <https://www.gpo.gov/fdsys/pkg/PLAW-113publ128/pdf/PLAW-113publ128.pdf>

# Resources: Performance Accountability (continued)

## Rehabilitation Services Administration (RSA) Resources

- **RSA 911 Case Reporting Manual PD 16-04**
  - [https://www2.ed.gov/policy/speced/guid/rsa/subregulatory/pd-16-04.pdf?utm\\_content=&utm\\_medium=email&utm\\_name=&utm\\_source=govdelivery&utm\\_term=](https://www2.ed.gov/policy/speced/guid/rsa/subregulatory/pd-16-04.pdf?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=)
- **RSA TAC 17-01 Joint Guidance on Performance Accountability**
  - <https://www2.ed.gov/policy/speced/guid/rsa/subregulatory/tac-17-01.pdf>
- **RSA TAC 17-04 Joint Guidance on Supplemental Wage**
  - <https://www2.ed.gov/policy/speced/guid/rsa/subregulatory/tac-17-04.pdf>
- **WINTAC – CPM 911 & Reporting Resources**
  - <http://www.wintac.org/topic-areas/transition-to-the-common-performance-accountability-system>

## Topic 1:

Using previous 911 reporting data for projecting outcomes and targets; understanding how this information relates to program evaluation

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**TEWAC**



## Topic 2:

Tracking and reporting Measurable Skill Gains and Credentials





# Questions and Closing Remarks



Thank you~

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