

Hennepin-Carver Workforce Development Area Technical Assistance

March 30, 2021
Hennepin County

Federal Performance Measures & Measurable Skill Gains





Federal Performance Indicators



1. Retention 2 Quarters after program exit
2. Retention 4 Quarters after program exit
3. Median Earnings at 2 Quarters after program exit
4. Credential Attainment Rate
5. Measurable Skill Gain

Hennepin-Carver Performance Goals

DISLOCATED WORKER	PY20	PY21
2nd Quarter Employment Rate (2nd Quarter after Exit)	82.9%	82.9%
4th Quarter Employment Rate (4th Quarter after Exit)	75.0%	75.0%
Median Earnings (2nd Quarter after Exit)	\$12,000	\$12,000
Credential Attainment (within 4 Quarters after Exit)	71.0%	71.5%
Measurable Skill Gains (All in training during PY)	53.5%	53.5%

WIOA ADULT	PY20	PY21
2nd Quarter Employment Rate (2nd Quarter after Exit)	79.4%	79.4%
4th Quarter Employment Rate (4th Quarter after Exit)	74.5%	74.5%
Median Earnings (2nd Quarter after Exit)	\$7,200	\$7,200
Credential Attainment (within 4 Quarters after Exit)	63.0%	63.0%
Measurable Skill Gains (All in training during PY)	35.0%	35.0%



How we contribute to MN performance:

Service Provider	DISLOCATED WORKER PROGRAM				
	2nd Quarter Employment	4th Quarter Employment	Median Earnings	Credential Attainment	MSG
WDA 1 Northwest PIC	83.0%	68.5%	\$10,000	69.7%	50.0%
WDA 2 Rural MN CEP, Inc.	84.0%	82.0%	\$9,061	76.0%	55.0%
WDA 3 NE Minnesota Office of Job Training	88.5%	86.5%	\$11,000	51.5%	45.0%
WDA 4 Duluth Workforce Development	83.7%	87.5%	\$9,460	72.0%	53.5%
WDA 5 Central MN Jobs and Trainings	88.0%	88.0%	\$10,500	78.0%	55.0%
WDA 6 Southwest PIC	83.7%	79.0%	\$9,000	64.4%	53.5%
WDA 7 South Central Workforce Council	85.0%	79.0%	\$8,935	72.0%	53.5%
WDA 8 SE MN Workforce Development	85.0%	83.6%	\$8,500	81.0%	63.5%
WDA 9 Hennepin-Carver	82.9%	75.0%	\$12,000	71.0%	53.5%
WDA 10 Minneapolis Employment and Training	80.0%	75.0%	\$10,500	68.0%	65.0%
WDA 12 Anoka County Job Training Center	85.0%	82.0%	\$10,911	76.5%	60.0%
WDA 14 Dakota-Scott Workforce Services	83.7%	78.0%	\$13,500	80.0%	53.5%
WDA 15 Ramsey County	83.0%	75.0%	\$11,200	73.5%	53.5%
WDA 16 Washington County	83.7%	88.0%	\$11,783	69.0%	42.0%
WDA 17 Stearns-Benton	86.0%	80.0%	\$9,638	83.0%	62.8%
WDA 18 Winona	77.3%	82.5%	\$8,024	76.9%	63.7%

Service Provider	WIOA ADULT PROGRAM				
	2nd Quarter Employment	4th Quarter Employment	Median Earnings	Credential Attainment	MSG
WDA 1 Northwest PIC	77.4%	73.1%	\$6,000	61.0%	55.2%
WDA 2 Rural MN CEP, Inc.	84.1%	79.0%	\$6,600	82.4%	60.2%
WDA 3 NE Minnesota Office of Job Training	85.9%	84.0%	\$8,000	74.0%	55.2%
WDA 4 Duluth Workforce Development	79.4%	84.5%	\$7,200	82.0%	78.0%
WDA 5 Central MN Jobs and Trainings	80.0%	79.6%	\$7,089	80.0%	72.3%
WDA 6 Southwest PIC	75.5%	73.5%	\$6,780	72.0%	55.2%
WDA 7 South Central Workforce Council	75.0%	75.5%	\$5,500	73.0%	59.0%
WDA 8 SE MN Workforce Development	83.9%	73.3%	\$6,500	65.0%	65.0%
WDA 9 Hennepin-Carver	79.4%	74.5%	\$7,200	63.0%	35.0%
WDA 10 Minneapolis Employment and Training	78.9%	76.8%	\$6,751	60.2%	55.2%
WDA 12 Anoka County Job Training Center	82.0%	71.0%	\$7,200	80.5%	67.0%
WDA 14 Dakota-Scott Workforce Services	79.2%	75.0%	\$7,500	75.7%	57.2%
WDA 15 Ramsey County	75.0%	67.9%	\$6,200	73.0%	55.2%
WDA 16 Washington County	79.4%	75.5%	\$10,331	73.0%	75.0%
WDA 17 Stearns-Benton	80.0%	79.0%	\$6,900	63.0%	57.2%
WDA 18 Winona	79.3%	71.2%	\$5,728	75.3%	59.5%





Employment Retention Quarter 2

The percentage of program participants who were in unsubsidized employment during the second quarter after they have exited from the program.

Employment includes unsubsidized employment, registered apprenticeship and military service.



Who is measured in this performance?

Participants who exit during the report period; Example:

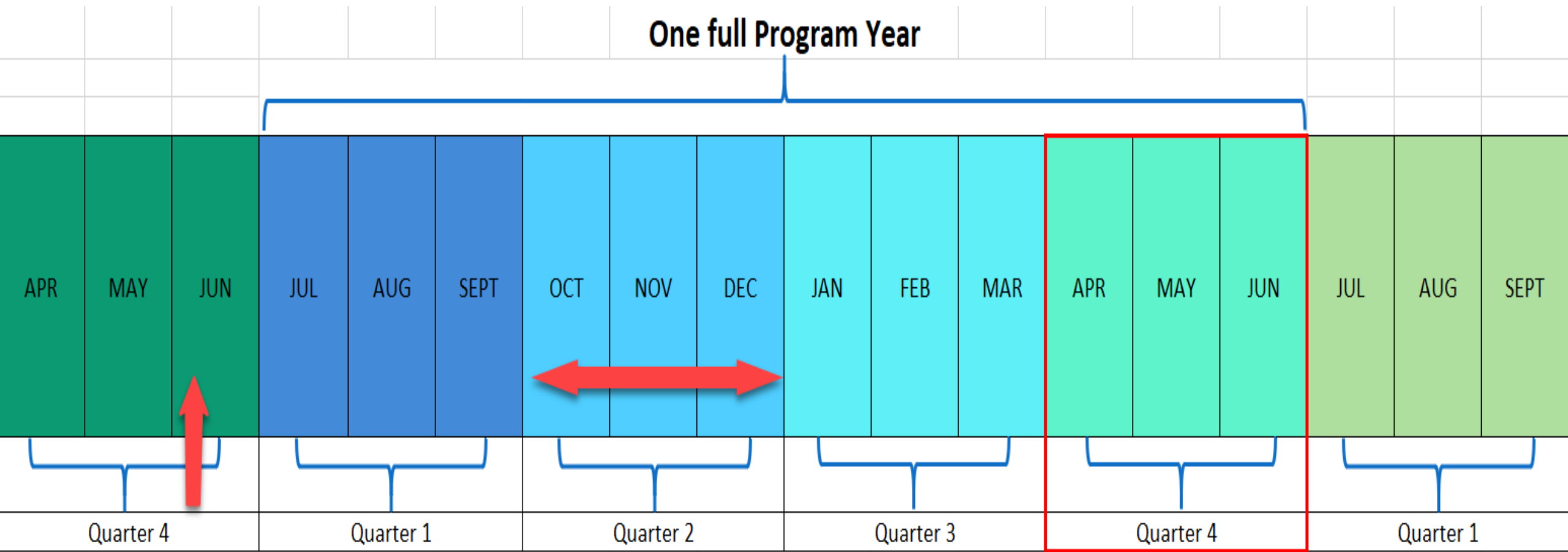
- 5 individuals exit the DW program on June 4th, 2017
- 2 Quarters after exit would be the December 4th, 2017

The 5 individuals will be tracked in DEED's Unemployment Insurance Wage records to determine if any of them have wages reported between 10/1/2017 – 12/31/2017





One full Program Year





Employment Retention Quarter 4

The percentage of program participants who were in unsubsidized employment during the fourth quarter after they have exited from the program.

Employment includes unsubsidized employment, registered apprenticeship and military service.





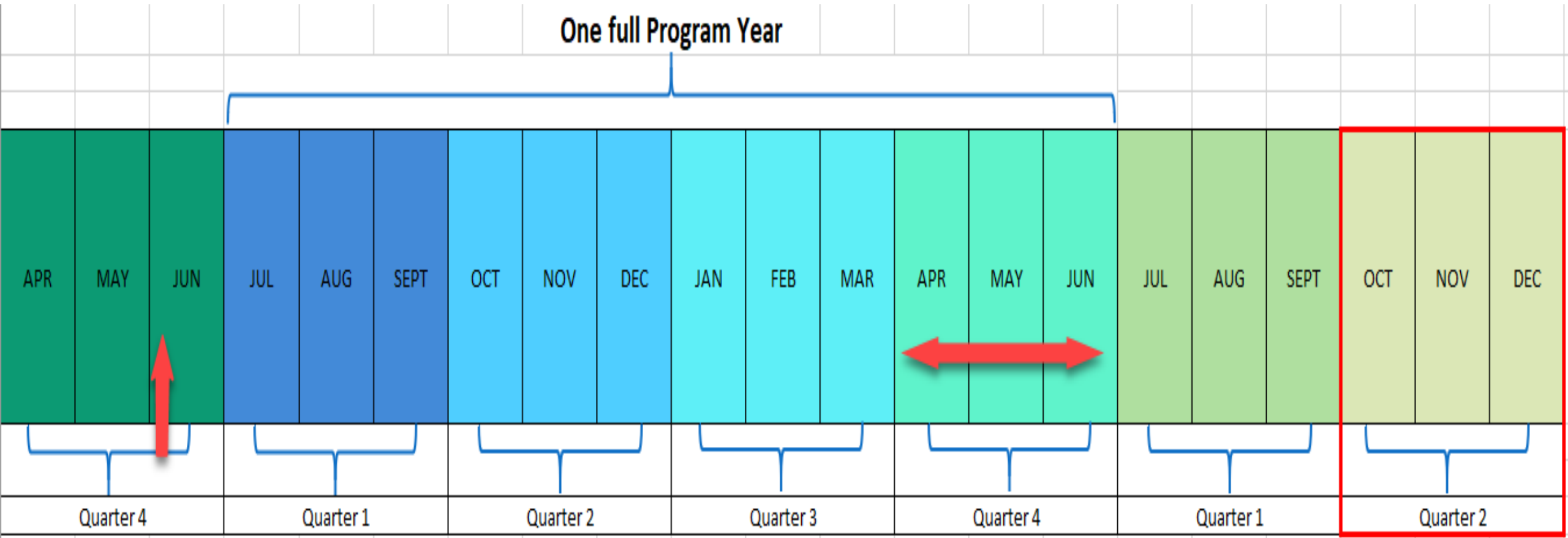
Who is measured in this performance?

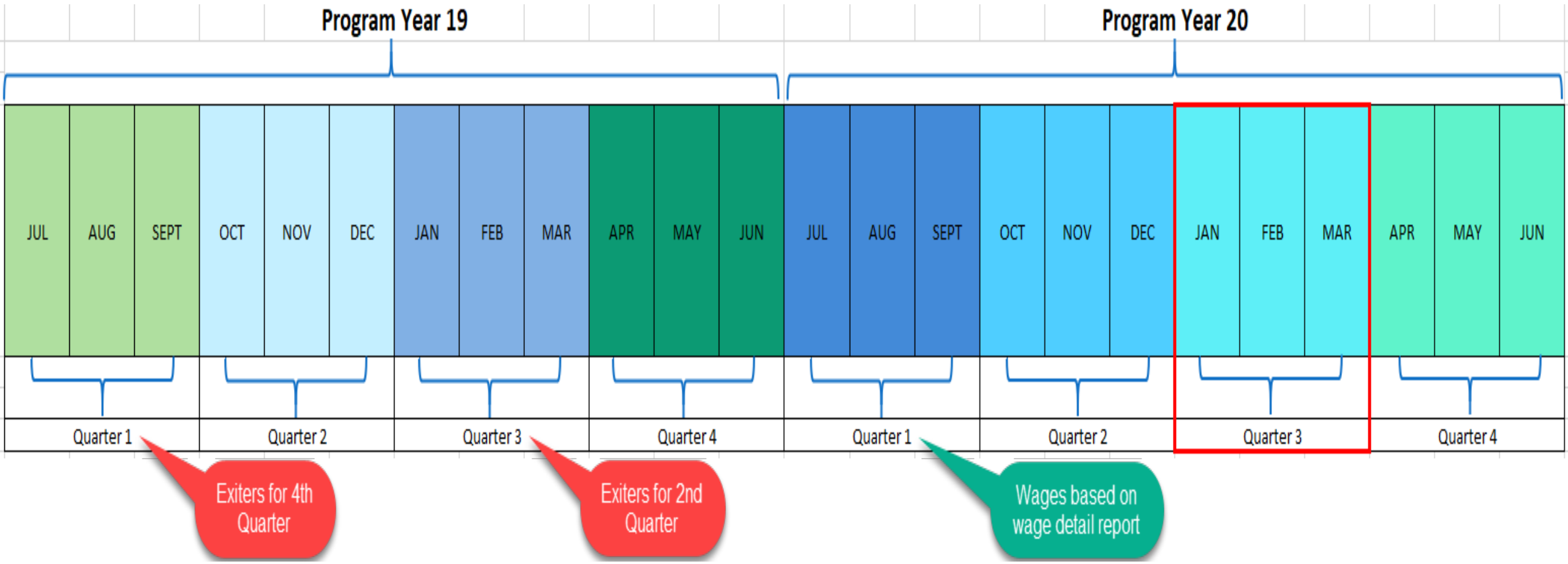
Participants who exit during the report period; Example:

- 5 individuals exit the DW program on June 4th, 2017
- 4 Quarters after exit would be the June 4th, 2018

The 5 individuals will be tracked in DEED's Unemployment Insurance Wage records to determine if any of them have wages reported between 4/1/2018 – 6/30/2018









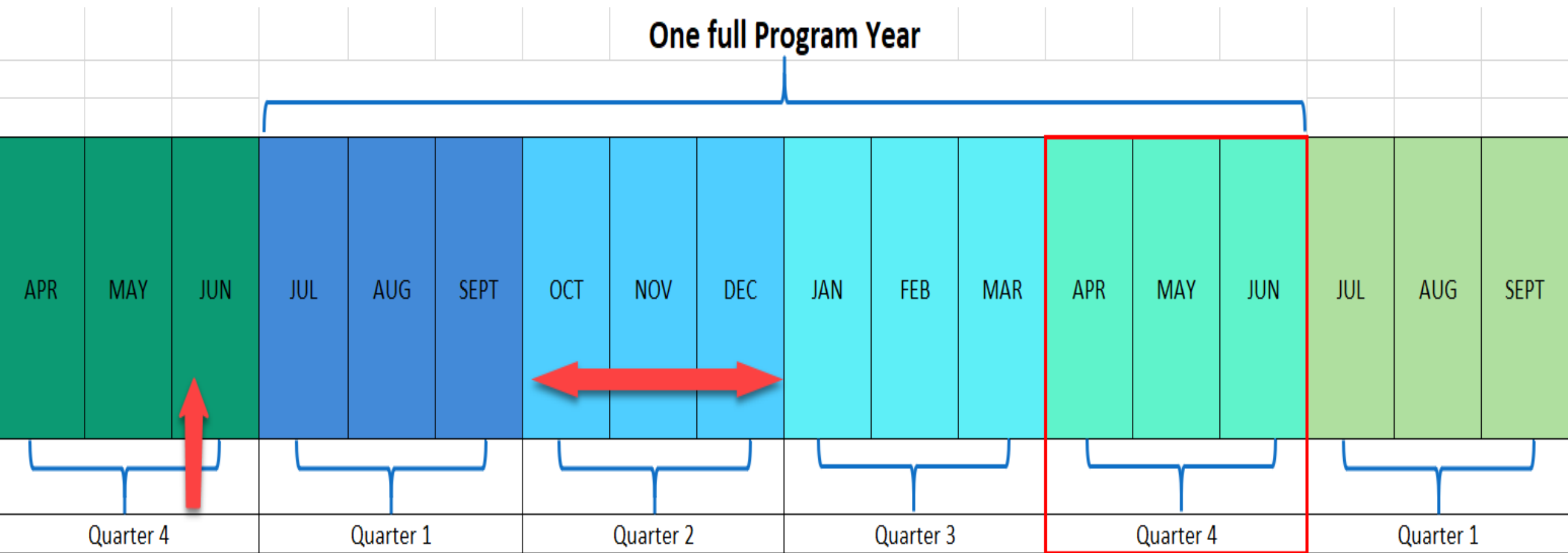
Median Earnings Quarter 2

The median earnings of program participants who are in unsubsidized employment during the 2nd Quarter after exit from the program.

This is calculated based on the total quarterly earnings, for all participants employed in the 2nd quarter after exit, collected by Unemployment Insurance wage record reporting or supplemental wage information.



Who is measured in this performance?





Participant	Earnings Q2 Post Exit
Allison	\$100,000.00
Julie	\$7,000.00
Kathleen	\$6,500.00
Bryan	\$.01

This table demonstrates an even number of participants. The median earning is the average of the sum of the middle two numbers. The median is \$6,750.

Table 11.5.1: Example of Median Earning calculation with an even number of participants

Participant	Earnings Q2 Post Exit
Allison	\$100,000.00
Julie	\$7,000.00
Peter	\$2,200.00
Kathleen	\$1,500.00
Bryan	\$.01

This table demonstrates the median earning for an odd number. The median earning is the middle number. The median value is \$2,200.

Hennepin-Carver Performance Goals

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Credential Attainment Rate

The percentage of participants who obtain a recognized postsecondary credential during participation or within one year after program exit

Or

Participants who received a secondary school diploma or equivalent so long as the person was employed or entered postsecondary education within one year of exiting the program





Definitions:

Recognized Postsecondary Credential

Is awarded in recognition of an individual's attainment of measurable technical or industry/occupation skills necessary to obtain employment or advance within an industry/occupation.

Secondary credential

This signifies that a student has completed the requirements for a high school education.





Who is measured in this performance?

Participants who obtain a recognized credential during participation or within 1 year after program exit



Participants in a Classroom Training who exit during the report period

Credential
Attainment
Rate

Types of acceptable credentials:

- Secondary school diploma (or recognized equivalent)
- Associate's Degree
- Bachelor's Degree
- Graduate Degree
- Occupational licensure, certification, and certificate (includes Registered Apprenticeships, Career & Technical Education certificates, Technical Diplomas)
- Other recognized certificates of industry/occupational skills completion to qualify for entry-level or advancement in employment



How are all of these performance Measures being tracked?

- ✓ WorkforceOne Data Entry
- ✓ Unemployment Insurance Wage Reporting
- ✓ MnPerforms (Dept. of Labor)



CONSENT TO SHARE WAGE & EMPLOYMENT INFORMATION

If you need help with or do not understand this form, please ask a staff person for assistance.

I agree that the Minnesota Department of Employment and Economic Development may share my wages and employment information with [REDACTED]. (Agency/Program Provider Name)

I understand that:

- this is private information and that I am not required to allow DEED to share information with [REDACTED]. (Agency/Program Provider Name).
- choosing not to share this information will not impact my participation in the program.
- [REDACTED] (Agency/Program Provider Name) will use this information ONLY for the following two purposes. For:
 - monitoring [REDACTED] (Program Name) or [REDACTED] (Agency/Program Provider Name) and/or
 - learning how well the [REDACTED] (Program Name) is helping people find and/or verify new employment.
- Minnesota state law does not allow [REDACTED] (Agency/Program Provider Name) to share this information for any other purpose.

This information may not be shared by DEED with [REDACTED].



Measurable Skill Gains (MSG)



What do MSGs Measure?

Designed to measure in-progress skill gains made by program participants in education or training services during a program year.

Numerator: The total number of participants in a training AND make progress in attaining academic, technical, occupational or other forms of progress towards a credential or employment

divided by

Denominator: The total number of participants who receive any training service related to the IEP within a program year (regardless of funding source)





- ✓ An MSG must be made during any program year where a participant is in training
- ✓ The reporting period is the program year:
July 1, XXXX to June 30, XXXX
- ✓ MSG performance indicator examines actively enrolled participants who received training services
- ✓ Participants who exit with an exclusion will not be counted in the denominator of the MSG performance indicator



Four Types of MSGs:

- 1. Educational Functioning Level (EFL)**
- 2. Secondary or Post-secondary Transcript / Report Card**
- 3. Skills Progression**
- 4. Training Milestone**



Educational Functioning Level Gain:

This tracks the levels of skills & competencies a person has achieved in the areas of math, reading, writing, speaking, listening, and workplace skills based on performance on standardized tests.

Examples/Documents for EFL

- Tests of Adult Basic Education (TABE) 11/12
- Comprehensive Adult Student Assessment System (CASAS)
- Basic English Skills Test (BEST) – for English Learners
- TABE CLAS-E (Complete Language Assessment System – English)





Secondary & Post-secondary Transcript or Report Card

This primarily applies to participants in traditional secondary and post-secondary education programs

Documents the number of credit hours that show a participant is meeting MN's unit academic standards (Full-time/Part-time)

Examples/Documents for Transcript/Report Card

- The transcript or report card would meet requirements for documentation
 - ✓ Unofficial transcript
 - ✓ Online report card
 - ✓ Other online progress report by school/institution



Skills Progression

Successful completion of an exam that is required for a particular occupation, or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks.

This can also mean attainment of a credential after successful completion of a training.



Examples/Documents for Skills Progression

- Successful passing of an exam, test or assessment required for:
 - ✓ Entry or advancement in a particular occupation
 - ✓ For completion and/or attainment of a credential



Training Milestone

A participant has satisfactory or better progress report towards established milestones from an employer or training provider who is providing training.

Progress reports may include training reports on milestones completed as the individual masters the required job skills or steps to complete a program.

Examples/Documents for Training Milestone

- A progress report that documents substantive skill development;

Examples:

- ✓ Participant received a pay increase due to increasing skills
- ✓ Employer noted performance improvement in specific skill(s)
- ✓ Participant completed required steps to complete an OJT or apprenticeship program
- ✓ Employer/training provider expressed satisfaction with participant's performance



Entering MSGs in WF1





- Tickler
- Demographics
- Work Preferences
- MN Works Resume

Case Note

- Add Case Note
- Case Note Quick
- Case Note Search

Cases

- Program/New App
- Eligibility/Enrollment
- Activity
- TAA
- Plan
- Credential

Measurable Skills Gain

- Reporting Collection
- Youth Performance
- Participation Hours
- Exit
- Follow-Up
- Case Assignment
- Service Model

EDS

- Add Document
- Add Multiple Documents
- Document Summary

No measurable skills found.

Add New Measurable Skill

▼ Hide **Dislocated Worker Seq 1 - Enrolled**

Enrollment Date: 02/03/2021 **Exit Date:**

Activity: Subtype: Work Exp Type	Funding Stream	Start Date/ End Date	Staff: Agency	Action
Classroom Trng	Henn/Carver WDA-09 9098500 WIOA DW Formula PY19	03/08/2021 Open		Edit Delete Copy
Career Counseling	Henn/Carver WDA-09 9098500 WIOA DW Formula PY19	02/03/2021 Open		Edit Delete Copy
Indv Plan Dvpmt	Henn/Carver WDA-09 9098500 WIOA DW Formula PY19	02/03/2021 Open		Edit Delete Copy
Staff Assist Assess	Hennepin WDA-9 0098000 WIOA DW Form PY20	02/03/2021 Open		Edit Delete Copy

Add DW Activity

Tickler
Demographics
Work Preferences
MN Works Resume

Case Note

Add Case Note
Case Note Quick
Case Note Search

Cases

Program/New App
Eligibility/Enrollment
Activity
TAA
Plan
Credential

Measurable Skills Gain

Reporting Collection
Youth Performance
Participation Hours
Exit
Follow-Up
Case Assignment
Service Model

EDS

Add Document
Add Multiple Documents
Document Summary

No measurable skills found.

Add New Measurable Skill



Select to add a new
Measurable Skill Gain



Add Measurable Skills Gain

*Program Sequence

*Measurable Skill Type

*Attainment Date

Add Measurable Skills Gain

*Program Sequence

*Measurable Skill Type

*Attainment Date

Document Add

Program Seq

DW Seq 1 (Enrolled)

*EDS Document Type

Education and Training ▼

*Select a File

Choose File No file chosen

Next

Cancel

[Help](#)

Add Measurable Skills Gain

*Program Sequence

*Measurable Skill Type

*Attainment Date

Add Document

Save Skill

Cancel

Measurable Skills Gain Summary

Measurable Skill Type	Program Sequence	Attainment Date	Program Year	Document Name: User Defined Document Name	Format	Action
Training Milestone	DW Seq 1	03/19/2021	2020			Edit Delete

Add New Measurable Skill

QUESTIONS?

Hennepin-Carver
Workforce Development Board

