



# Montana Department of LABOR & INDUSTRY

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2 **Division: Workforce Services Division**  
3 **Category: WIOA**  
4 **Effective Date: TBD**  
5 **Last Revised: N/A**  
6 **Policy No.: TBD**

## Performance Measures Policy

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8 **Background:** The Workforce Innovation and Opportunity Act (WIOA) performance reports, both quarterly and  
9 annual, will cover clients who receive services financially assisted by formula or statewide reserve funds under  
10 the following programs:

- 11 • WIOA Adult Program
- 12 • WIOA Dislocated Worker Program
- 13 • WIOA Youth Program
- 14 • TAA
- 15 • National Dislocated Worker Grants (NDWG)

16 **Scope:** This policy applies to all service providers operating WIOA Title I, TAA or NDWG; WIOA Title I, TAA, and  
17 NDWG program managers; WIOA, TAA, and NDWG fiscal officers; and the monitoring team. This policy is  
18 effective (*insert date upon SWIB approval.*)

### 19 Policy:

#### 20 Adult, Youth, Dislocated Worker and TAA Performance Measures

##### 21 *Employment Rate – 2<sup>nd</sup> Quarter after Exit*

- 22 • Adult, Dislocated Worker and TAA
- 23 • The percentage of program clients who are in unsubsidized employment during the 2<sup>nd</sup> quarter after  
24 exit.
- 25 • The number of clients who exited during the reporting period who are found to be employed, either  
26 through direct Unemployment Insurance (UI) wage record match, federal or military employment  
27 records, or supplemental wage information, in the 2<sup>nd</sup> quarter after the exit quarter divided by the  
28 number of clients who exited during the reporting period.
- 29 • Youth
- 30 • The percentage of Youth program clients who are in education or training activities, or in unsubsidized  
31 employment, during the 2<sup>nd</sup> quarter after exit.
- 32 • The number of youth clients who exited during the reporting period who are found to be employed,  
33 either through direct UI wage record match, federal or military employment records, supplemental wage  
34 information, or found to be enrolled in secondary education, postsecondary education or occupational  
35 skill training in the 2<sup>nd</sup> quarter after the exit quarter divided by the number of youth clients who exited  
36 the program during the reporting period.

##### 37 *Employment Rate – 4<sup>th</sup> Quarter after Exit*

- 38 • Adult, Dislocated Worker and TAA

- 1 • The percentage of program clients who are in unsubsidized employment during the 4<sup>th</sup> quarter after exit.
- 2 • The number of clients who exited during the reporting period who are found to be employed, either
- 3 through direct UI wage record match, federal or military employment records, or supplemental wage
- 4 information, in the 4<sup>th</sup> quarter after the exit quarter divided by the number of clients who exited during
- 5 the reporting period.
- 6 • Youth
- 7 • The percentage of youth program clients who are in education or training activities, or in unsubsidized
- 8 employment, during the 4<sup>th</sup> quarter after exit.
- 9 • The number of youth clients who exited during the reporting period who are found to be employed,
- 10 either through direct UI wage record match, federal or military employment records, supplemental wage
- 11 information or found to be enrolled in secondary education, postsecondary education, or occupational
- 12 skill training in the 4<sup>th</sup> quarter after the exit quarter divided by the number of youth clients who exited
- 13 the program during the reporting period.

14 *Median Earnings – 2<sup>nd</sup> Quarter after Exit*

- 15 • The median earnings of program clients who are in unsubsidized employment during the 2<sup>nd</sup> quarter
- 16 after exit from the program, as established through direct UI wage match, federal or military
- 17 employment records, or supplemental wage information.
- 18 • The collected quarterly wage information values are listed in order, from the lowest to the highest value.
- 19 The value in the middle of the list is the median earnings value, where there is the same quantity of
- 20 numbers above the median number as there is below the median number.
- 21 • The following clients are not included in this measure:
- 22 • Clients who have exited and are not employed in the 2<sup>nd</sup> quarter after exit.
- 23 • Clients who have exited the program and for who earnings are not yet available. There is a 2-quarter lag
- 24 in reporting wage outcomes. If after 2 quarters, the person's wages are not available, it is permanently
- 25 reported as a \$0 which would count as a negative for Employment Rate – 2<sup>nd</sup> quarter and excluded
- 26 from Median Earnings – 2<sup>nd</sup> quarter because the person is considered not employed.
- 27 • Clients who have exited a program who have \$0 income.
- 28 • Clients who have exited a program and are in subsidized employment.
- 29 • Clients who have exited for any of the “Exclusions”.

30 *Credential Attainment*

- 31 • Credential Attainment is the percentage of those clients enrolled in an education or training program
- 32 (excluding OJT and Customized Training) who attained a recognized postsecondary credential or
- 33 secondary school diploma, or its recognized equivalent, during participation in or within one year after
- 34 exit from the program.
- 35 • To get credit for a secondary school diploma or its equivalent the client must also:
- 36 • Be employed within one year after exit, or
- 37 • Be enrolled in an education or training program leading to a recognized postsecondary credential within
- 38 one year after exit.

39 *Measurable Skills Gain*

- 40 • All clients who, during a program year, are in an education or training program that leads to a
- 41 recognized secondary or postsecondary credential or employment are counted in the calculation of this
- 42 measure.
- 43 • Clients included in this measure:
- 44 • TAA, Adult and DW – Only individuals in training count in the indicator (includes OJT and Customized
- 45 Training)
- 46 • Youth – All In-School-Youth are included and certain Out-of-School Youth. Out-of-School Youth who are
- 47 enrolled in occupational skills training, secondary or postsecondary training while in the program are
- 48 included.

- 1 • Measurable Skill Gains are reported on a yearly basis and are not an exit based measure.
- 2 • Clients are given credit for 1 gain per year even if they earn more than 1 during a program year.
- 3 • If a client has more than 1 “Period of Participation” in a program year, they can get credit for one gain
- 4 for each “Period of Participation”.
- 5 • Record all Measurable Skill Gains in MWorks – the reporting system will count them appropriately.
- 6 • Programs shall not delay enrollment or services to clients until a new program year even if you believe
- 7 there is insufficient time for the client to make a Measurable Skill Gain.
- 8 • Types of Measurable Skill Gain include:
- 9 • Achievement of at least one educational functioning level, if the client is receiving instruction below
- 10 postsecondary education level;
- 11 • Attainment of a secondary school diploma or equivalent;
- 12 • Secondary or postsecondary transcript for sufficient number of credit hours;
- 13 • Secondary: Transcript/Report Card showing passing grades for 1 semester. Postsecondary:
- 14 Transcript/Report Card showing passing grades for 1 semester if going to school full-time (12 hours or
- 15 more); Part time students (less than 12 hours) must show a total of 12 hours over 2 completed
- 16 consecutive semesters;
- 17 • Satisfactory progress report toward established milestone from an employer or training provider.
- 18 Example: Completion of an OJT or completion of one year of an apprenticeship program;
- 19 • Passage of an exam required for an occupation or progress attaining technical/occupational skills as
- 20 evidenced by trade-related benchmarks such as knowledge-based exams.

#### 21 *Documenting a Measurable Skill Gain*

- 22 • [Link Quality Control Policy](#)

#### 23 *Exclusions*

- 24 • There are certain things that happen in client’s lives that allow them to be excluded from performance
- 25 measures. Those are:
- 26 • Incarceration in a correctional institution or has become a resident of an institution or facility providing
- 27 24-hours support such as hospital or treatment center for enough time to prevent the client from
- 28 participation in a workforce program for 90 days or longer);
- 29 • Medical treatment where the treatment is expected to last longer than 90 days and precludes entry into
- 30 unsubsidized employment or continued participation;
- 31 • Deceased;
- 32 • Member of the National Guard or other reserve military unit of the armed forces and is called to active
- 33 duty for at least 90 days;
- 34 • For Youth program – Client is in the Foster Care system and exits the program because they move from
- 35 the local area as part of the Foster Care program or system.

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<b>Performance Measure</b>	<b>PY'17 July 1, 2017 through June 30, 2018</b>	<b>PY'18 July 1, 2018 through June 30, 2019</b>
<b>WIOA Adult</b>		
Employment Rate 2 <sup>nd</sup> Quarter	71.0%	71.0%
Employment Rate 4 <sup>th</sup> Quarter	71.0%	73.1%
Median Earnings 2 <sup>nd</sup> Quarter	\$5,913	\$5,913
Credential Attainment 4 <sup>th</sup> Quarter	63.0%	53.0%
<b>WIOA Dislocated Worker</b>		
Employment Rate 2 <sup>nd</sup> Quarter	71.2%	75.0%
Employment Rate 4 <sup>th</sup> Quarter	67.2%	71.0%
Median Earnings 2 <sup>nd</sup> Quarter	\$7,192	\$7,000
Credential Attainment 4 <sup>th</sup> Quarter	63.0%	53.0%
<b>WIOA Youth</b>		
Employment Rate 2 <sup>nd</sup> Quarter	64.9%	60.1%
Employment Rate 4 <sup>th</sup> Quarter	55.7%	59.0%
Median Earnings 2 <sup>nd</sup> Quarter	\$2,727	Baseline
Credential Attainment 4 <sup>th</sup> Quarter	61.0%	59.0%
<b>Wagner-Peyser</b>		
Employment Rate 2 <sup>nd</sup> Quarter	70.9%	71.0%
Employment Rate 4 <sup>th</sup> Quarter	66.7%	67.0%
Median Earnings 2 <sup>nd</sup> Quarter	\$5,028	\$5,134

1 **Monitoring and Evaluation:**

- 2     • A formal monitoring will be conducted on an annual basis by the entity designated by SWIB.