

Attachment A: Common Measures Applicable to H-1B Technical Skills Training Grants

Measures	Definition	Methodology	Data Set	Comment
Entered Employment	Percentage employed in the 1 st quarter after program exit.	<u>Numerator</u> : Of those who are not employed at registration, the number of adults who have entered employment by the end of the 1 st quarter after exit. <u>Denominator</u> : Of those who are not employed at registration, the number of adults who exit during the quarter.	Unemployment Insurance (UI) Wage Records	
Retention	Percentage of those employed in the 1 st quarter after program exit that were still employed in the 2 nd and 3 rd quarters after program exit.	<u>Numerator</u> : Of those who are employed in the 1 st quarter after exit, the number of adults who are employed in the 2 nd and 3 rd quarters after exit. <u>Denominator</u> : Those who are employed in the 1 st quarter after exit.	UI Wage Records	All agencies will move toward using UI Wage Records. However, agencies currently using survey data will measure retention at the 1 st and 3 rd quarters only until they adopt UI wage records as their data set.
Earnings Increase	Percentage change in earnings: (i) pre-registration to post-program; and (ii) 1 st quarter after exit to 3 rd quarter after exit.	<u>Numerator 1</u> : Participants' earnings 1 st quarter after program exit minus participant's earnings 2 quarters prior to registration. <u>Numerator 2</u> : Participants' earnings 3 rd quarter after program exit minus participant's earnings 1 st quarter after program exit. <u>Denominator 1</u> : Participants' earnings 2 quarters prior to registration. <u>Denominator 2</u> : Participants' earnings 1 st quarter after program exit.	UI Wage Records	All agencies will move toward using UI Wage Records. However, agencies currently using survey data will measure earnings change at one point only (either pre-enrollment to 1 st quarter after placement or 1 st to 3 rd quarter) until they adopt UI wage records as their data.
Efficiency	Annual cost per participant.	<u>Numerator</u> : Appropriation level. <u>Denominator</u> : Number of participants.	Administrative records	Federal resources: both mandatory and discretionary. Budget authority will be used for discretionary programs. Outlays will be used for mandatory programs.

General Notes: Where UI Wage Records are cited as the data set, UI records are either the sole source of data or the source against which administrative records must be verified. All programs will need to use a unique client identifier that can calculate the unduplicated count of program participation.