

**Common Measures  
For  
Federal Job Training and  
Employment Programs**

**NEtwork '03**

**A New England Conference on One-Stop Centers**

**May 2003**

# Objectives

- What are the common measures?
- Why are they important?
- How will ETA implement the measures?

# Context: The President's Management Agenda

Five areas of focus:

1. Human Capital Management
2. Competitive Sourcing
3. Improved Financial Management
4. E-government
5. *Budget and Performance Integration*

# Budget and Performance Integration

- Use performance in budget decisions
- Support effective programs
- Compare programs across multiple agencies
- Focus on a few important purposes
- Potentially break down barriers to cooperation among programs

# The Common Measures will be implemented for 31 Federal job training and employment programs:

- DOL (17 programs - 13 in ETA and 4 in VETS; (Except Apprenticeship, Foreign Labor Certification, and Unemployment Insurance)
- Department of Education (10)
- HHS (1)
- Veterans Administration (1)
- HUD (1)
- Department of Interior/Bureau of Indian Affairs (1)
- All agencies are part of an interagency implementation group

# The Common Measures Initiative Includes:

## 4 Adult Measures

- ◆ Entered Employment
- ◆ Retention
- ◆ Earnings Increase
- ◆ Efficiency

## 4 Youth /Lifelong Learning Measures

- ◆ Placement in Employment or Education
- ◆ Attainment of Degree or Certificate
- ◆ Literacy & Numeracy Gains
- ◆ Efficiency

# Adults: Entered Employment

Of those not employed at registration, the percentage of individuals employed in the 1st quarter after exit.

# Adults: Retention in Employment

For those employed in the first quarter after exit, the percentage still employed in the 2<sup>nd</sup> and 3<sup>rd</sup> quarter after exit.

# Adults: Earnings Increase

The percentage change in earnings from pre-registration to post-program status, 1<sup>st</sup> quarter after exit, and 1<sup>st</sup> quarter after exit to 3<sup>rd</sup> quarter after exit.

# Youth: Placement in Employment or Education

- Employment, education enrollment, and/or training in 1<sup>st</sup> quarter after exit
- Excludes those employed at registration, or who are already in post-secondary education at registration

# Youth: Attainment of a Degree or Certificate

- Percentage of participants enrolled in education that earned a diploma, GED, or certificate
- Department of Labor and Department of Education will jointly determine acceptable credentials and certificates
- Measured upon completion of program of study within follow-up period

# Youth: Literacy and Numeracy Gains

- Increase in literacy and numeracy skills, based on assessments done at registration and repeated at “regular intervals”
- Requires “common assessment tools” administered at registration. List of tools will be agreed upon by Department of Labor and Department of Education
- For Limited English Proficiency (LEP) population, this measure includes English proficiency.

# Adults and Youth/Lifelong Learning: Efficiency Measure

- Measures annual cost per participant for each program
- Calculated by dividing the annual appropriation by the number served in the year
- Provides information for broad comparisons

# Some Changes from WIA Measures

- To determine employment outcomes, use wage records (including Federal employment); current proposal does not include supplemental data sources
- Different measurement points
- No distinction between adults and dislocated workers
- No distinction between older and younger youth
- No adult credential measure
- No customer satisfaction measure (no employer or business service measure)
- Different calculation for earnings (percent increase vs. replacement)

# Implementation

- The Initiative will be addressed in the WIA Reauthorization process.
- The common measures will not:
  - ◆ Preclude additional management measures or
  - ◆ Change current statutory performance requirements

# Implementation cont'd

- ETA plans to begin implementation within existing statutory authority
- The Common Measures will be implemented with the FY 2004 appropriation
- ETA has issued Training and Employment Notice (TEN) 08-02 on Common Measures
- ETA plans to issue Training and Employment Guidance Letter (TEGL) in the summer of 2003
- ETA will publish reporting guidelines in the *Federal Register*

# Some Implementation Issues Identified as of April 2003

- The transition process is likely to require “reach back” to data for exiters in 2003 (similar implementation of WIA performance measures)
- Definition of “registration” and “exit”
- Determining “participants” for efficiency measure
- Data sharing

# Further Information

- Check OMB's website for information on the President's Management Agenda and the Common Measures:

[http://www.whitehouse.gov/omb/budintegration/pma\\_index.html](http://www.whitehouse.gov/omb/budintegration/pma_index.html) and <http://www.results.gov/>

- Check ETA's website for updates:

<http://www.doleta.gov/usworkforce/performance>