

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

**Heartland Symposium
April 2003**

Objectives Today

- 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

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

- DOL/ETA (17 programs; in ETA, all 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)

The Common Measures Initiative includes:

4 Adult Measures

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

4 Youth 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 program exit

Adults: Retention Measure

For those employed in the first quarter after exit, the percentage still employed in the 2nd, and 3rd quarter after exit

Adults: Earnings Increase

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

Youth: Placement in Employment or Education

- Employment, education enrollment, and/or training in 1st 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 what will be 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 DOL and Education.
- For LEP population, this measure includes English proficiency.

Adult & Youth: Efficiency Measure

- Measures annual cost per participant for each program by dividing the annual appropriation by the number served in the year
- Provides broad comparison of programs across Federal agencies

Some Changes from WIA Measures

- Use wage records (including Federal employment)--no supplemental sources for WIA measurement
- Different measurement points
- No distinction between adults and dislocated workers
- No distinction between older and younger youth

Some Changes from WIA Measures

- No credential measure
- No customer satisfaction measure
- Different calculation for earnings (percent increase vs. replacement)

Implementation

- ETA plans to begin implementation within existing statutory authority
- The Common Measures will be implemented with the FY 2004 appropriation
- ETA has issued TEN 08-02 on Common Measures
- ETA will publish reporting guidelines in Federal Register by May

Implementation

- Initiative will be addressed in the WIA Reauthorization process
- These measures will not:
 - ◆ preclude additional management measures
 - ◆ change current statutory performance requirements

For 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 and <http://www.results.gov/>

- Check ETA's website for updates:

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