

Changing Perspectives on Workforce System Performance

Heartland Symposium

June 7-10, 2004

St. Louis, Missouri

Employment and Training Administration

Performance and Results Office

ETAp Performs@dol.gov



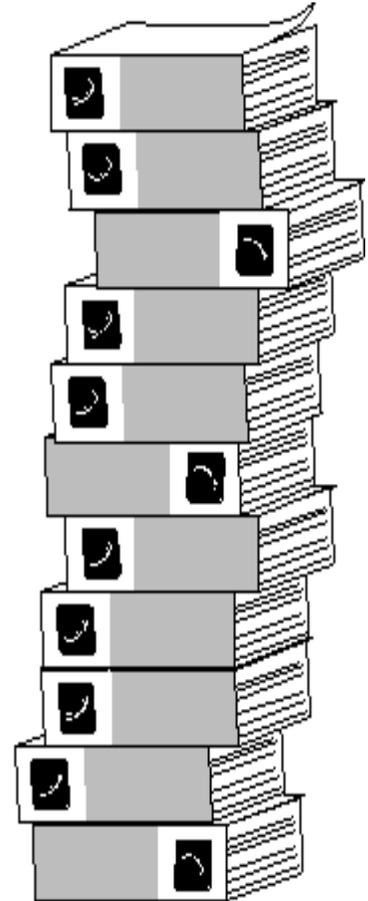
Moving Toward System Measurement

- Current performance environment
 - Focusing on results
 - Barriers to integration (differences across existing systems)
- Proposal for a consolidated performance reporting system
 - Components
 - Benefits
- How the common measures fit into the proposal
- Next steps



Current Performance Environment

- Different program performance measures create confusion among our customers and stakeholders who want to know about results
- Conflicting administrative requirements create barriers to service integration and performance measurement across programs
- Lack of consistent information on services to employers to ensure a competitive workforce
- Outside oversight agencies, including OIG and GAO, have questioned the comparability and reliability of program data



Current Performance Environment



Jobs & Economic Growth

From the President:

“We need to require clear results of federal tax dollars that go to training workers. If we're going to spend \$4 billion a year, we want to make sure we get results for the money . . .

- Tell us how many people have actually found a job;
- How much they earn on their jobs; and
- How long they stay on those jobs.

. . . These are the three goals we'll measure you on.”

Common Measures	
Adults	Youth
Entered employment	Placement in employment or education
Employment retention	Attainment of a degree or certificate
Earnings gain	Increase in literacy or numeracy skills

Current Performance Environment

Without common performance measures, ETA's 2003 budget submission explained that...



In 8 Adult programs:

There were 4 different ways to describe putting people into a job;

There were 4 different ways to describe staying in a job; and

There were 3 different ways to describe earnings (4 of the programs didn't talk about earnings).

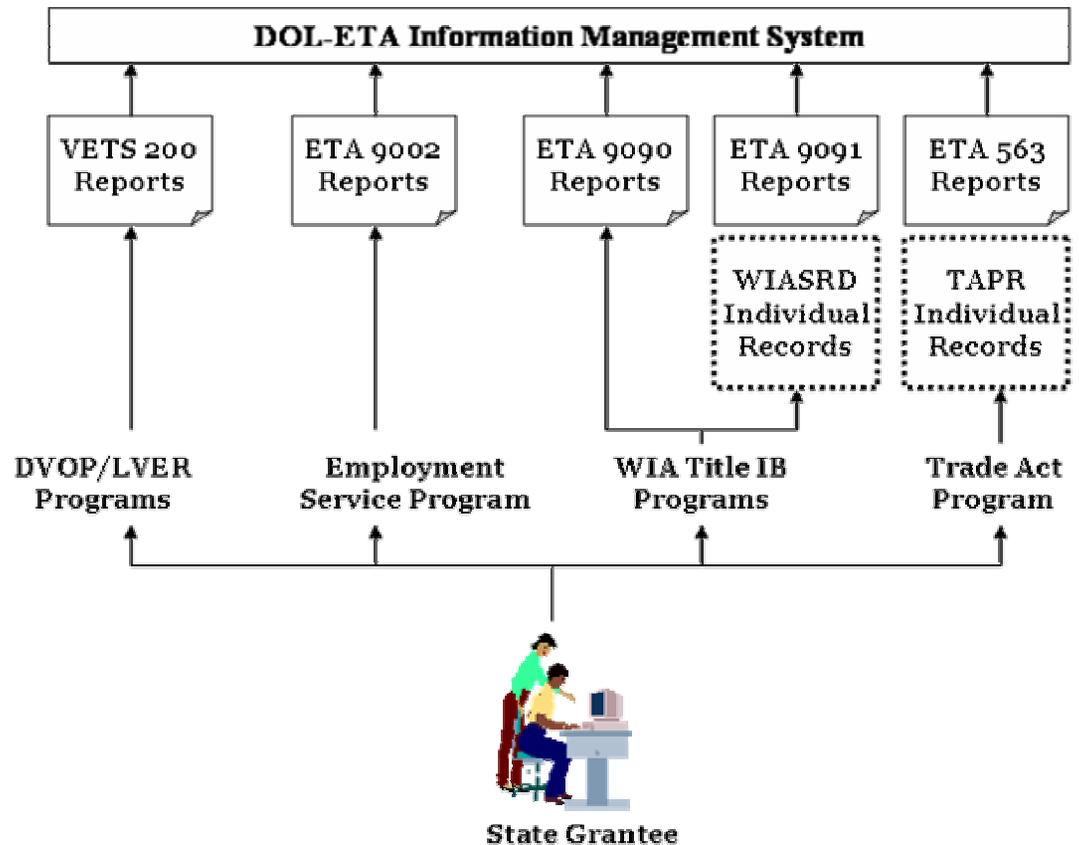
In 5 Youth programs:

There were 3 different ways to describe getting a diploma.

Current Performance Environment

State Funded Programs

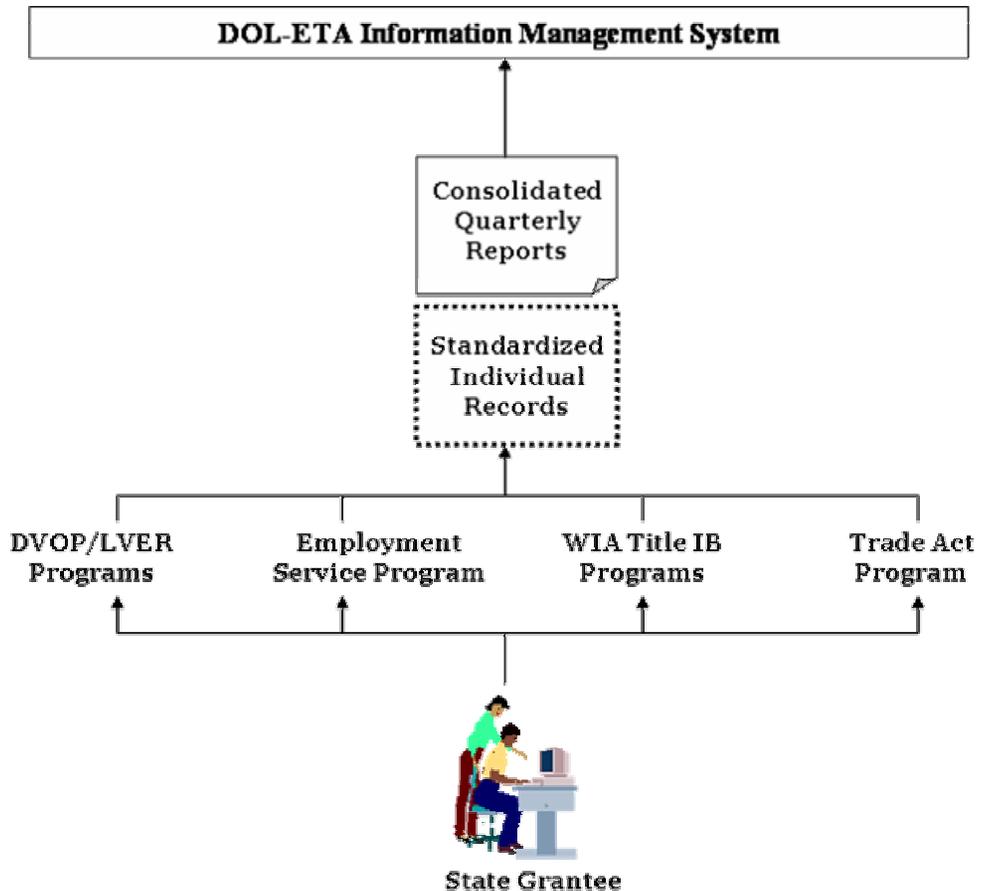
States are required to produce reports using different definitions, data and submission procedures for each workforce program.



EMILE Reporting System

Consolidated Reporting Approach

ETA proposes to consolidate reporting to reduce duplicate record keeping, streamline grantee information systems, and facilitate comparable performance results



EMILE Reporting System

Purpose of the System

- Provide management information that is timely, reliable, and useful, all in one report
- Focus on common results that have meaning and value to our customers – employment for adults and skills for youth
- Establish a universal language and standardized information collection on all participants
- Establish standardized information collection on all employers
- Utilize performance data to encourage effective program design, high performance, and strategic partnerships with business



EMILE Reporting System

Covered Programs

- ❖ Employment Service
- ❖ Veterans Employment and Training Service
- ❖ WIA Adult, Dislocated Worker, and Youth
- ❖ National Emergency Grants
- ❖ Trade Adjustment Assistance
- ❖ National Farm Worker Jobs Program
- ❖ Indian and Native American Program
- ❖ Senior Community Service & Employment Program
- ❖ Other ETA-funded training and employment grants

EMILE Reporting System

Components

- Quarterly Performance Report
 - ❖ Common report format across ETA programs
 - ❖ Includes common measures plus program-specific indicators of performance
- Individual Record Layouts
 - ❖ Standardized data collection on participants
 - ❖ Standardized data collection on types of employers served and services provided to them
 - ❖ Common definitions, formats and reporting instructions plus data unique to individual programs
 - ❖ Consolidated individual record submission for state funded programs

EMILE & Common Measures

- Implementation of common measures will be through the new reporting instructions for EMILE
 - Elements necessary to report on the common measures– employment for adults and skill attainment for youth– are part of the job seeker participant record
 - The common measures are part of the quarterly report that states and grantees will complete; calculations of outcome measures will be based on information contained on the individual participant records
- States and grantees will continue to report outcomes for existing statutory performance measures

EMILE Reporting System

Expected Benefits

- For the 1st time, Governors have one integrated report with results from the One-Stop delivery system
- Grantees utilize a single reporting format, on the same schedule, regardless of funding stream, to report performance results
- Common set of data and definitions improves validity and comparability of performance information
- Integrated reporting system improves the ability of states/local areas to integrate service delivery and performance measurement



EMILE Reporting System

Expected Benefits

- Provides information not currently available—quarterly participant information on services, including employer services
- Allows better understanding of the types of services provided to job seeker customers, and how those services impact results
- Allows better understanding of the types of services provided to business customers, and how those services impact results
- Helps to identify components of successful programs and allows better targeting of federal technical assistance resources
- Information collection supports achievement of longitudinal evaluation research objectives to inform federal policy decisions

EMILE Reporting System

Where Do We Go From Here?

June 04

A notice is published in the *Federal Register* announcing EMILE reporting system and inviting public comment for **60-days**

June –
Aug 04

Review technology, business and infrastructure requirements.
Meet with stakeholders to discuss transition and implementation issues.

August –
Sept 04

Reconcile public comments and re-post in the *Federal Register*.
Develop a **Transition Plan** with the input of stakeholders.

Sept –
Dec 04

Submit EMILE reporting system to OMB for final approval.
ETA issues TEGP announcing new reporting system.

Jan
2005

Begin technical assistance for operators of the WIA, Labor Exchange, and Trade programs. Begin implementing a transition plan for National Program grantees.

Federal Register Notice

Focus of Comments

- Evaluate whether the proposed collection of information is necessary for the proper performance of the functions of the agency, including whether the information will have practical utility;
- Evaluate the accuracy of the agency's estimate of the burden of the proposed collection of information, including the validity of the methodology and assumptions used;
- Enhance the quality, utility, and clarity of the information to be collected; and,
- Minimize the burden of the collection of information on those who are to respond, including through the use of appropriate automated, electronic, mechanical, or other technological collection techniques or other forms of information technology, e.g., permitting electronic submissions of responses.

Summary of Next Steps

- Public comment period– opportunity for system to provide input
- Establish a transition period for grantees to comply with the new reporting requirements and deliver system-wide staff training
- Utilize existing ETA funds to provide technical assistance and resource documentation for grantees
- Continue financial support for the national Wage Record Interchange System (WRIS)
- Expand grantee access to wage records maintained by certain Federal agencies (e.g.: OPM, DOD)
- Provide updated reporting/data validation software to grantees to reflect common performance measures



Questions or Comments?

Questions about EMILE, common measures policies, UI wage records and other data collection and reporting issues? The following DOL-ETA resources are available:

Region 5 performance specialists

- ❖ Cheryl Svec (svec.cheryl@dol.gov)

ETA's Performance and Results Office

- ❖ ETAperforms@dol.gov or 202-693-3031
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