

Understanding Time Periods for Measurement

There are 17 required performance measures for WIA Title I-B programs. These measures consist of 15 *core* and 2 *customer satisfaction* measures. In addition to distinguishing measures as “core” or “customer satisfaction,” another way of distinguishing between the measures is by **data source**.

Unemployment Insurance Wage Records (UI Wage Records) are the primary data source for any performance measure that is related to employment in any way. **Thirteen (13) out of 17 measures are employment-related.** Due to the usage of UI wage records, there will be an inherent time lag in the availability of the data, meaning that we have to “go back in time” in order to get the four quarters worth of data that we need in order to calculate performance. (In order to calculate performance for any of these measures, we need four quarters worth of data.) In fact, the inherent time delay is one of the major drawbacks with using wage records as the primary data source to determine performance outcomes.

There are four (4) measures that have nothing to do with employment and, therefore, there is no issue related to time lag. That is why, in fact, we refer to these 4 measures as *real-time measures* – because the four quarters used for the calculation are the same as the four quarters of the program year. These four measures are the Younger Youth Skill Attainment Rate, the Younger Youth Diploma/Equivalent Rate, Customer Satisfaction for Participants, and Customer Satisfaction for Employers.

For employment-related measures, the time period for measurement (the four quarters of data we use to determine performance) consists of the last three quarters of the previous program year and the first quarter of the current program year. For real-time measures, the time period for measurement is the same as the four quarters of the program year.

PY 2001 Performance for Employment Measures

Oct – Dec 2000	Jan – Mar 2001	Apr – June 2001	July – Sept 2001	Oct – Dec 2001	Jan – Mar 2002	Apr – June 2002
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PY 2001 Performance for Real-Time Measures

Employment-Related Measures (requiring the use of UI wage records)

1. Adult Entered Employment Rate
2. Dislocated Worker Entered Employment Rate
3. Older Youth Entered Employment Rate
4. Adult Employment Retention Rate
5. Dislocated Worker Employment Retention Rate
6. Older Youth Employment Retention Rate
7. Adult Average Earnings Change
8. Dislocated Worker Earnings Replacement Rate
9. Older Youth Average Earnings Change
10. Adult Employment & Credential Rate
11. Dislocated Worker Employment & Credential Rate
12. Older Youth Credential Rate
13. Younger Youth Retention Rate

Real-Time Measures (time lag not an issue; performance based on 4 qtrs of program year)

14. Younger Youth Skill Attainment Rate
15. Younger Youth Diploma/Equivalent Attainment Rate
16. Customer Satisfaction – Participants
17. Customer Satisfaction – Employers