PROGRAM HIGHLIGHTS: Glossary of Performance Measures

Workforce System Results
December 31, 2005

Q = quarter

FOREIGN LABOR CERTIFICATION

Percent of H-1B applications processed within seven days of the filing date for which no prevailing wage issues are identified

This estimate is based on difference between the date an application is received and the date it is processed by ETA divided by the total number of applications received for a given reporting period for which no prevailing wage issues are identified. An application is considered processed if the last significant event is (1) certified (2) denied or (3) withdrawn.

Percent of employer applications for labor certification under the streamlined system that are resolved within six months of filing

This estimate is based on difference between the date an application is received by ETA and the date it is processed by ETA divided by the total number of applications received for a given reporting period. An application is considered processed if the last significant event is (1) certified (2) denied or (3) withdrawn.

The average cost for processing a new PERM application

This calculation is part of the Department's Cost Analysis Manager (CAM) initiative. In FY 2005, ETA established unique 22-digit accounting codes for four main Foreign Labor Certification programs: Permanent, H-1B, H-2A, and H-2B. These codes assist ETA in tracking the cost associated with each program.

Percent of the H-2B applications processed within 60 days of receipt

This estimate is based on difference between the date an application is received by a State Workforce Agency and the date it is processed by ETA divided by the total number of applications received for a given reporting period. An application is considered processed if the last significant event is (1) certified (2) denied (3) withdrawn or (4) remand issued to the employer.

INDIAN AND NATIVE AMERICAN ADULTS

Average Hourly Wage Gain

Measures the INA program's ability to increase participant earnings by comparing "pre-program" wages with "post-program" wages. As a dollar amount, the post-program wages minus pre-program wages for those participants that obtained employment after exiting the program. The outcome for this measure is an average of all "pre" and "post" program wages for all participants that obtained employment at exit.

Employability Enhancement Rate

As a rate, the total number of terminees who obtained an employability enhancement (whether or not they entered employment), divided by the total number of terminees enrolled in the program year.

Entered Employment Rate

The number of terminees who entered unsubsidized employment at termination divided by the total number of terminees.

Positive Termination Rate

As a rate, those who either entered unsubsidized employment at termination or attained an employability enhancement, divided by all terminees enrolled in the program year.

INDIAN AND NATIVE AMERICAN YOUTH

Attainment of Two or More Goals

The total number of youth participants enrolled in the Grantee's Supplemental Youth Services Program who attained at least two of the thirteen goals listed in the legislation divided by the total number of Supplemental Youth Services participants enrolled during the report period.

Educational Attainment for Dropouts

The number of dropouts who have obtained a high school diploma, GED, or increased their literacy and numeracy by two grade levels divided by the total number of dropouts.

INTERNET-BASED ASSISTANCE

The number of job openings listed with the public labor exchange (with State Workforce Agencies and America's Job Bank)

The number of job searches conducted by job seekers in America's Job Bank

The number of resumé searches conducted by employers in America's Job BankEarnings

Percent of new requirements ratings for O*NET-SOC occupations

Number of occupations updated and released in database divided by the total number of O*NET-SOC occupations during the fiscal year.

Percent of O*NET-SOC occupations for which updated data are released

Number of occupations for which incumbent survey activities have been completed and closed out divided by the total number of O*NET-SOC occupations during the fiscal year.

Website visits to O*NET

JOB CORPS

Attainment of High School Diplomas

The percentage of students who attain a high school diploma while enrolled in Job Corps.

Earnings

The average hourly wage of graduates initially placed in a job or the military.

Entered Employment Rate

The percentage of graduates and former enrollees who are placed in a job, the military, and/or an education program.

Graduate Job Training Placement Wage

The average hourly wage of vocational completers initially placed in training-related jobs or the military.

Hispanic Participation

The percentage of enrollees that are Hispanic.

Large Business Activity

The dollar value of Job Corps contracts awarded/obligated to large business based on fiscal year-end data.

Literacy or Numeracy Gains

The percentage of students who achieve literacy or numeracy gains of one Adult Basic Education (ABE) level, approximately equivalent to two grade levels, while in the program.

Retention Rate

The percentage of graduates who are placed in a job, the military, and/or an education program at six months after initial placement.

Small Business Activity

The dollar value of Job Corps contracts awarded/obligated to small business based on fiscal year-end data.

NATIONAL FARMWORKER JOBS PROGRAM (NFJP)

Earnings Gain

The average increase (or decrease) to income earned from all employment sources during the six months following placement, compared to pre-participation employment income. The Earnings Gain is computed by subtracting from all income earned during the six months following placement, one-half the total income from employment during the full year prior to NFJP enrollment.

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Entered Employment Rate
The number of migrant and seasonal farmworkers who enter unsubsidized employment divided by the sum of the number who receive intensive or training services and have exited the program (during the program year).

Retention Rate
The number who are employed at any time within the last 90 days of the six-month-follow-up date divided by the number of migrant and seasonal farmworkers placed in unsubsidized employment.

ONE-STOP UNEMPLOYMENT AND WORKFORCE INFORMATION SERVICES

Entered Employment Rate
The number of registered job seekers who, in Q1 or Q2 following the registration quarter, earned wages from a new employer divided by the total number of registered job seekers minus the number of registered job seekers whose only wages earned in Q1 and Q2 following registration were exclusively with the same employer from which wages were earned in the quarter prior to the registration quarter.

Employment Retention Rate
The number of registered job seekers who retained employment for two quarters after entering employment with a new employer in Q1 or Q2 following the registration quarter divided by the total number of registered job seekers who entered employment with a new employer in the first or second quarter following the registration quarter.

REGISTERED APPRENTICESHIP

Employment Retention
The number of apprentices employed nine months after registration divided by the number of apprentices registered in the first quarter of the fiscal year.

Earnings Gain
The difference between the average of the current wage of the total number of entrants still employed nine months later and the average of the starting wage of the total number of entrants registered in the first quarter of the fiscal year.

Average cost per registered apprentice
Program budget allocation divided by total active federal program participants (apprentices).

SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

Placement Rate
The number of participants during the report period who were placed in unsubsidized employment divided by the number of authorized grantee community service positions. Placement in unsubsidized employment may be either part-time or full-time.

Service Level
The count of participants during the report period divided by the total number of authorized grantee community service positions.

TRADE ADJUSTMENT ASSISTANCE (TAA)

Earnings Replacement Rate
Of those trade-affected workers who are employed in Q1 after exit: Total Post-Program Earnings (earnings in Q2 + Q3 after exit) divided by Pre-Dislocation Earnings (earnings in Q2 and Q3 prior to dislocation).

Entered Employment Rate
The number of trade-affected workers who have entered employment by the end of Q1 after exit divided by the number of dislocated workers who exit during the quarter.

Retention Rate
Of those who are employed in Q1 after exit: the number of trade-affected workers who are employed in Q3 after exit divided by the number of dislocated workers who exit during the quarter.

UNEMPLOYMENT INSURANCE (UI)

Percent of Intrastate Payments Made Timely
The percentage of intrastate UI benefit first payments for full weeks of unemployment issued within 14 days following the first compensable week in states with a waiting week, and 21 days in non-waiting week states.

Detection of Recoverable Overpayments
The amount of overpayments (dollars) established through state operations as a percent of the estimated amount states can detect and establish for recovery.

Entered Employment Rate
The percent of persons receiving an intrastate first payment in a given quarter who had earnings in the next quarter. (The Department expects to have baseline data by April 2006).

Percent of Employer Tax Liability Determinations Made Timely
The percent of new employer determinations made within 90 days of the end of the quarter in which employers became liable to pay unemployment taxes.

WIA ADULT PROGRAM

Entered Employment Rate
Of those who are not employed at registration: the number of adults who have entered employment by the end of Q1 after exit divided by the number of adults who exit during the quarter.

Employment Retention Rate at Six Months
Of those who are employed in Q1 after exit: the number of adults who are employed in Q3 after exit divided by the number of adults who exit during the quarter.

Average Earnings Change in Six Months
Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of adults who exit during the quarter.

WIA CUSTOMER SATISFACTION MEASURES

Employer Satisfaction
The weighted average of employer ratings on each of the three American Customer Satisfaction Index (ACSI) questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

Participant Satisfaction
The weighted average of participant ratings on each of the three American Customer Satisfaction Index (ACSI) questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

WIA DISLOCATED WORKER PROGRAM

Entered Employment Rate
The number of dislocated workers who have entered employment by the end of Q1 after exit divided by the number of dislocated workers who exit during the quarter.

Employment Retention Rate at Six Months
Of those who are employed in Q1 after exit: the number of dislocated workers who are employed in Q3 after exit divided by the number of dislocated workers who exit during the quarter.

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Earnings Replacement Rate in Six Months
Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) divided by the pre-dislocation earnings (earnings in Q2 + Q3 prior to dislocation).

WIA OLDER YOUTH PROGRAM

Entered Employment Rate
Of those who are not employed at registration and who are not enrolled in postsecondary education or advanced training in Q1 after exit: the number of older youth who have entered employment by the end of Q1 after exit divided by the number of older youth who exit during the quarter.

Employment Retention Rate at Six Months
Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in Q3 after exit: the number of older youth who are employed in Q3 after exit divided by the number of older youth who exit during the quarter.

Average Earnings Change in Six Months
Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of older youth who exit during the quarter.

WIA YOUNGER YOUTH PROGRAM

Diploma or Equivalent Rate
Of those who register without a diploma or equivalent: the number of younger youth who attained a secondary school diploma or equivalent by the end of Q1 after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

Skill Attainment Rate
Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills: the total number of basic skills goals attained by younger youth plus number of work readiness skills goals attained by younger youth plus number of occupational skills goals attained by younger youth divided by the total number of basic skills goals plus the number of work readiness skills plus the number of occupational skills goals set.

Retention Rate
The number of younger youth found in one of the following categories in Q3 following exit – postsecondary education, advanced training, employment, military service, or qualified apprenticeships – divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

COMMON MEASURES

ADULT MEASURES

Entered Employment
Of those who are not employed at the date of participation: the number of adult participants who are employed in the first quarter after the exit quarter divided by the number of adult participants who exit during the quarter.

Employment Retention
Of those who are employed in the first quarter after the exit quarter:

The number of adult participants who are employed in both the second and third quarters after the exit quarter divided by the number of adult participants who exit during the quarter.

Average Earnings
Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:

Total earnings in the second quarter plus the total earnings in the third quarter after the exit quarter.

YOUTH MEASURES

Attainment of a Degree or Certificate
Of those enrolled in education (at the date of participation or at any point during the program): the number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of youth participants who exit during the quarter.

Literacy and Numeracy Gains
Of those out-of-school youth who are basic skills deficient: the number of youth participants who increase one or more educational functioning levels divided by the number of youth participants who have completed a year in the program (i.e., one year from the date of first youth program service) plus the number of youth participants who exit before completing a year in the program.

Placement in Employment or Education
Of those who are not in postsecondary education or employment (including the military) at the date of participation: the number of youth participants who are in employment (including the military) or enrolled in postsecondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of youth participants who exit during the quarter.