

# Glossary of Performance Measures

## Common Performance Measures

(Used by Workforce Investment Act, Wagner-Peyser, Trade Adjustment Assistance, Senior Community Service Employment Program, Prisoner Reentry Initiative, and National Farmworker Jobs Program)

### 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 divided by the number of adult participants who exit during the quarter.

#### Average Earnings Change in Six Months<sup>1</sup>

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.

<sup>1</sup> This definition was used for earnings in PY 2005. Q=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.

## Program-Specific Performance Measures

### 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 the 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 the 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 DOL's Cost Analysis Manager initiative.

#### Percent of H-2B Applications Processed Within 60 Days of Receipt

This estimate is based on the 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, (4) remand issued to the employer, or (5) remand issued to the state Workforce Agency.

### Indian and Native American Adults

#### Average Hourly Wage Gain

Measures the Indian and Native American 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 who obtained employment after exiting the program. The outcome for this measure is an average of all pre- and post-program wages for all participants who obtained employment at exit.

#### Employability Enhancement Rate

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

#### Entered Employment Rate

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

#### Positive Termination Rate

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

## Program-Specific Performance Measures (cont.)

### 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 13 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 Page Views on America's Career InfoNet

#### The Dissemination of O\*NET Data Measured by Site Visits

#### The Number of Page Views on Career Voyages

#### 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

### Prisoner Reentry Initiative

#### Recidivism Rate

The percentage of participants who are rearrested for a new crime or re-incarcerated for revocation of a parole or probation violation within one year from release from prison.

### 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 hourly wage of the total number of entrants still employed nine months later and the average of the starting hourly 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

### Service Level

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

### Community Service

The number of community service hours as reported by each grantee and divides that number by the total community service hours funded for the grantee, adjusted for minimum wage differences among the states.

### Most-in-need

Most-in-need means participants with one or more of the following characteristics: have a severe disability; are frail; are age 75 or older; are age-eligible but not receiving benefits under title II of the Social Security Act; reside in an area with persistent unemployment and have severely limited employment prospects; have limited English proficiency; have low literacy skills; have a disability; reside in a rural area; are veterans; have low employment prospects; have failed to find employment after utilizing services provided under title I of the Workforce Investment Act of 1998 (29 U.S.C. 2801 et seq.); or are homeless or at risk for homelessness. (§ 513(b)(1)(E) as amended by Pub. L. No. 109-365).

## Unemployment Insurance

### Percent of Payments Made Timely

The percentage of intrastate Unemployment Insurance 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 a first payment in a given quarter who had earnings in the next quarter.

### 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.