

WIOA Youth Program Indicators of Performance Brief

Fundamental Definitions: Reportable Individual; Self-service and Information-only services; WIOA Youth Program Enrollment; Participant; Exit; Concept of Common Exit and details of each indicator ([See i](#)).

Indicator (See ii)	Which youth are included? (See iii)	When is the youth included? (See iv)	What/how the indicator counts positively? (See v)
<p>Credential Attainment</p>	<p>1) All In-School Youth (ISY) and</p> <p>2) Out-of-School Youth (OSY) enrolled in one or more of the following, during program participation –</p> <p>a) Occupational Skills Training;</p>	<p>Youth is included in the measure after exit.</p> <p>Youth may attain a credential anytime –</p> <p>a) During program participation, or</p> <p>b) Within one year after exit.</p>	<p>Youth who earned –</p> <p>1) Recognized WIOA Postsecondary Credential (See vi), or</p> <p>2) New York State Education Department (NYSED) approved secondary school diploma/equivalency (HSD/E) (See vii) and</p> <p>a) Is employed, or</p> <p>b) Enrolled in education/training leading to a recognized postsecondary credential</p> <p>For youth who achieve HSD/E, the employment or enrollment in education/training must occur within one year from exit.</p> <p>Only one credential counted positive per enrollment.</p>
<p>Measurable Skill Gains (MSG)</p>	<p>b) Secondary education at/above 9th grade level;</p> <p>c) Postsecondary education;</p> <p>d) Title II Adult Education at/above 9th grade level;</p> <p>e) YouthBuild; and/or</p> <p>f) Job Corps.</p> <p>(For example, OSY participating only in work experience, or customized training are not included.)</p>	<p>Youth is included in the measure during program participation.</p> <p>Only one gain per program year (PY) is counted, regardless of whether the participant is receiving services or exited in that PY.</p>	<p><u>Depending on the type of education or training program</u> in which a participant is enrolled, MSG is documented if a youth attained –</p> <p>1) At least one Educational Functioning Level (EFL) gain, if instruction below postsecondary level is provided –</p> <p>a) Pre and post-test with a National Reporting System (NRS) approved test (See viii);</p> <p>b) Adult HS Carnegie Units/credits; or</p> <p>c) Participant enrolled in basic education program and enrolls in postsecondary education/training;</p> <p>2) HSD/E (See vii);</p> <p>3) Secondary transcript or report card;</p> <p>4) Postsecondary transcript or report card with at least 12 hours per semester/equivalent for part-time or other students;</p> <p>5) Training Milestone is satisfactory (or better) progress report towards established milestones from an employer or training provider; or</p> <p>6) Skills Progression based on attainment of technical or occupational skills, as evidenced by trade-related benchmarks, such as knowledge-based exam.</p>

Indicator (See ii)	Which youth are included? (See iii)	When is the youth included? (See iv)	What/how the indicator counts positively? (See v)
Employment and Education/Training Rate 2nd Quarter	All youth who have exited	2 nd quarter after exit	Youth engaged in one or more of the following, at least for a day –
Employment and Education/Training Rate 4th Quarter		4 th quarter after exit	1) Unsubsidized Employment; 6) Postsecondary education; 2) Self-employed (See ix) ; 7) Occupational Skills Training; 3) Registered Apprenticeship; 8) AmeriCorps; and/or 4) Military; 9) Job Corps. 5) Secondary education;
Median Earnings	Youth with any earning from part-time or full-time unsubsidized employment, at least for a day in the quarter	2 nd quarter after exit	More youth with higher wages will lead to higher median earnings.
Repeat Business Customers	Final month or quarter of reporting period	Unique number of business who received services previously in last three years	Number of business establishments who received services in last three years
Business Penetration Rate		Number of business establishments who received services or ongoing activity	Number of business establishments located in NYS

i. Fundamental definitions and details of indicators of performance – [Training and Employment Guidance Letter 10-16 Change 1](#)

ii. Local level performance and NYS specific resources

- Primary Indicators of Performance for Titles I and III under WIOA – [Technical Advisory #18-06.2](#) or the latest version
- Quarterly Performance Reports and state, local, proposed and negotiated goals – [WIOA Indicators of Performance and Goals](#)

iii. Exclusions from all youth indicators of performance – [Training and Employment Guidance Letter 10-16, Change 1 Attachment 2 – Table B](#)

1. The participant exits the program because he or she has become incarcerated in a correctional institution or has become a resident of an institution or facility providing 24-hour support such as a hospital or treatment center during the course of receiving services as a participant.
2. The participant exits the program because of medical treatment and that treatment is expected to last longer than 90 days and precludes entry into unsubsidized employment or continued participation in the program.
3. The participant is deceased.

4. The participant exits the program because the participant is a member of the National Guard or other reserve military unit of the armed forces and is called to active duty for at least 90 days.
5. The participant is in the foster care system as defined in 45 CFR 1355.20(a), and exits the program because the participant has moved from the local workforce area as part of such a program or system.

iv. WIOA Indicators of Performance Reporting Timelines

A worksheet by USDOL to find the relevant reporting cohorts in Program Reporting and Record Keeping Information (PIRL). Select the reporting quarter end date and it will show the dates associated with each cohort – [PIRL Reporting Timelines](#)

v. Documentation Requirements

To prove the achievement of the indicator or Data Validation for Indicators of Performance – [Training and Employment Guidance Letter 7-18](#) and [Source Documentation Cheat Sheet](#).

vi. Criteria for Recognized Postsecondary WIOA Credentials

Post-baccalaureate certificate; Post-master’s certificate; First-professional certificate (post-degree); Master’s degree; First-professional degree; and Doctor’s degree, except for TAA program, must no longer be applied towards credential attainment. An associate’s or bachelor’s degree; an occupational licensure; a Registered Apprenticeship certificate; or a Career and Technical Education (CTE) educational certificate are WIOA postsecondary credentials. If an occupational certification/certificate or other certificate of industry/occupational skills is not one of those identified in the prior sentence, apply your Local Workforce Development Board policy and the following criteria to help determine whether a certificate is an industry recognized postsecondary WIOA credential based on [WINTAC Credential Attainment Guide](#) (titled for VR agencies & applies to WIOA youth) and [Training and Employment Guidance Letter 10-16 Change.1](#) and [14-18](#).

Qualifying Criteria

- 1) Awarded in recognition of individual’s attainment of skills that are:
 - a) Technical/Occupational/Industry skills;
 - b) Measurable;
 - c) Generally based on standards developed or endorsed by businesses or industry associations; and
 - d) Necessary to obtain employment or advance within an industry or occupation.

Disqualifying Criteria

- 2) Offered by the LWDB;
- 3) Only provides the following types of skills:
 - a) Work readiness skills; and/or
 - b) General safety, hygiene, computer security related skills;
- 4) Already disqualified by USDOL (e.g., ServSafe Food Handler, OSHA 10);
- 5) Certification from an On-the-Job Training (OJT); and/or
- 6) Certification from a customized training.

vii. NYS Education Department approved HSD/E Pathways

- [HS Diploma types](#)
- [HS Equivalency pathways](#)

viii. National Reporting System Approved Tests

The approved pre- and post-tests must be based on the list of tests the Secretary of Education determines to be suitable for use in the National Reporting System for Adult Education. The list of approved assessments is published in the Federal Register. Conduct an online search for “Tests Determined To Be Suitable for Use in the National Reporting System for Adult Education.” The Local Workforce Development Board may require providers to use certain tests.

ix. Supplemental wage information guidance

Applies to self-employed individuals or people with no social security number in our system: [Training and Employment Guidance Letter 26-16](#)

x. OSOS Data Entry

- [Performance and Outcomes OSOS Guide](#)
- [Measurable Skill Gains – OSOS Webinar](#) – Password DEWSweb123
- [Credential Attainment – OSOS Webinar](#) – Password DEWSweb123

Questions, clarifications and ideas to improve this document:

+1 (518) 457-1856 | Youth.Team@labor.ny.gov