CCMEP
Reporting And Performance

Spring 2021
CCMEP Performance

- Performance measures apply to participants
- Performance is meant to evaluate outcomes of overall participants
- One piece of the story assessing the goal of the program
- Some factors affect the timing or reporting (Wage Record, etc.)

Strategy

Strive towards program goals + Document in OWCMS
= Successful performance outcomes
Performance Reporting

- **Ohio’s Workforce Case Management System** (OWCMS) is the system of record for all WIOA and CCMEP reporting outcome data

  - Employment
  - Post-Secondary Enrollment
  - Earnings
  - Skill Gains
  - Credential Attainment

  Will be used for **Program Evaluation**

- A way to keep track of what you are already doing and getting credit for the outcomes

- Reporting data accurately and timely in OWCMS is a requirement
All youth are included in the CCMEP program and they are counted in CCMEP Reporting and Performance, whether they are co-funded/co-enrolled in CCMEP WIOA, CCMEP TANF, or both.
CCMEP Performance Measures

CCMEP Primary Performance Measures:
1. Education, Training, or Employment – 2nd Quarter After Exit
2. Education, Training, or Employment – 4th Quarter After Exit
3. Median Earnings – 2nd Quarter After Exit
4. Credential Attainment
5. Measurable Skill Gains
## Performance Measures

<table>
<thead>
<tr>
<th>Measure</th>
<th>Statewide Numerator</th>
<th>Statewide Denominator</th>
<th>Statewide Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education, Training or Employment 2nd Quarter after Exit</td>
<td>2,889</td>
<td>4,485</td>
<td>59.1%</td>
</tr>
<tr>
<td>Cohort Period: 7/1/2019-12/31/2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education, Training or Employment 4th Quarter after Exit</td>
<td>3,120</td>
<td>4,686</td>
<td>66.6%</td>
</tr>
<tr>
<td>Cohort Period: 1/1/2019-6/30/2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Median Earnings 2nd Quarter after Exit</td>
<td>2,751</td>
<td></td>
<td>$2,517</td>
</tr>
<tr>
<td>Cohort Period: 7/1/2019-12/31/2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Credential Attainment</td>
<td>1,109</td>
<td>2,870</td>
<td>38.6%</td>
</tr>
<tr>
<td>Cohort Period: 1/1/2019-6/30/2019</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Measurable Skill Gains †</td>
<td>995</td>
<td>8,638</td>
<td>12.4%</td>
</tr>
<tr>
<td>Cohort Period: 7/1/2020-12/31/2020</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* For definitions of terms used in this report, see glossary starting on page 231.

† The Measurable Skill Gains rate represents the percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment. IMPORTANT NOTE: participants in this measure have until the end of the program year (i.e., June 30, 2021) to show a skill gain.
Performance Definitions

**Standard** is defined as a level or target to meet

**Baseline** is a starting point used for comparison.

**Evaluation and accountability** applied at the Lead Agency level.
Key Concepts:
Exiting
Closing Programs
Cohorts & Reporting
Wage Record
Program Exit

- Participant who ‘EXITED’ from CCMEP:
  - Date of Exit – Last day staff-assisted service was provided
  - Date of Exit – 90 days without any services (excluding self-service, informational, or follow-up) AND
  - NO future services scheduled other than follow-up
  - Follow-up services may be utilized to ensure ‘exited’ participant remains employed/enrolled in education/training or to assist with further post-exit service

‘Exited’ = Finished with program (either successfully or unsuccessfully completed)
How To Close A Participant

- CCMEP IOP ➔ Exit Tab ➔ Program Close Reason

- For CCMEP – one of the following closing (exit) reasons **MUST** be chosen:
  1. Successfully entered post-secondary education, military, or employment
  2. Awarded SSI/SSDI and made application for services with Opportunities for Ohioans with Disabilities (OOD)
  3. Not engaged in CCMEP services and activities **on at least five occasions**
  4. Not eligible for TANF or WIOA; or the lead agency lacks funding for which the program participant is eligible

- **After a case is closed the close reason CANNOT be adjusted in OWCMS.**
For CCMEP, must choose 1 of these 4 reasons in OWCMS
Closing And Exit Example

*To Exit:
- Last day of staff-assisted services
- No future staff-assisted services scheduled except follow-up

†After Closing Case:
- Gain immediate access to Post Exit & Wages screen
If participant exits on 3/1/2019

Exit Quarter: January–March 2019

- 1st Quarter after exit: April–June 2019
- 2nd Quarter after exit: July–September 2019
- 3rd Quarter after exit: October–December 2019
- 4th Quarter after exit: January–March 2020
## Performance Evaluation

<table>
<thead>
<tr>
<th>Performance Measure</th>
<th>Performance Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exiters</td>
<td>1 Quarter After Exit</td>
</tr>
<tr>
<td>Education, Training or Employment 2nd Quarter After Exit</td>
<td>1 Quarter After Exit</td>
</tr>
<tr>
<td>Median Earnings 2nd Quarter After Exit</td>
<td>4 Quarters After Exit</td>
</tr>
<tr>
<td>Education, Training or Employment 4th Quarter After Exit</td>
<td>6 Quarters After Exit</td>
</tr>
<tr>
<td>Credential Attainment Rate</td>
<td>Each Program Year (at end)</td>
</tr>
<tr>
<td>Measurable Skill Gains</td>
<td>During Enrollment</td>
</tr>
<tr>
<td>Participant Counts, Participant and Program Characteristic Information</td>
<td>During Enrollment</td>
</tr>
</tbody>
</table>
Wage Record

- Wage Record Sources Used to Verify Employment:
  - Unemployment Insurance (UI)
  - State Wage Interchange System (SWIS)
  - Supplemental Data: OWCMS Post Exit and Wages
Wage Record

- Challenges with using UI wage data:
  - Typically there is a **two-quarter delay** before data can be accessed by the state for WIOA or CCMEP performance
  - This means wage records required for employment verification and subsequent performance reporting is typically not available for months after the exit quarter
  - Not all employed workers show up in UI wage records
    - e.g. self-employed individuals will not be included in UI wage records
    - Department of Labor allows for the use of Supplemental Data to verify employment for these workers (supplied in OWCMS)
Which Participants Get Into Which Performance Measures?
Who Is In Which CCMEP Performance Measures?

**All** CCMEP Participants are eligible to be included in these measures:
- Education, Training, or Employment 2nd Quarter After Exit
- Education, Training, or Employment 4th Quarter After Exit
- Median Earnings 2nd Quarter After Exit

Participants enrolled in an education or training program leading to a credential:
- Credential Attainment Rate

Participants enrolled in an education or training program leading to a credential OR *employment*:
- Measurable Skill Gains
Performance Measures In Detail
Education, Training, Or Employment 2nd / 4th Quarter After Exit
Performance Definitions

- **WHO**: All CCMEP Youth

- **WHAT**: Percentage of youth participants in education, training, or unsubsidized employment during the measurement quarter (2nd or 4th post-exit quarter), compared to all youth participants who have exited (2nd or 4th post-exit quarter).

- **WHEN**: Collected: 2nd or 4th Quarter After Exit
  Reported: 2nd Quarter -> 4 Quarters After Exit; 4th Quarter -> 6 Quarters After Exit

- **WHERE**: OWCMS (Edu, Train, Emp) & Wage Record (Employment only)

- **WHY**: Evaluating longer term outcomes. Compared to Adult/DW, Youth are considered successful if in education or training as well as employment.
Entering Data In OWCMS

One screen in OWCMS captures data for Education, Training, or Employment After Exit

Close reason should have already been assigned.

Closing a case will provide immediate access to Post Exit and Wages Screen
Measure Summary

- Education, Training or Employment 2nd Quarter After Exit
- Education, Training or Employment 4th Quarter After Exit

Performance will be measured in the 2nd quarter and 4th quarter after exit quarter provided participants meet the following criteria:

- **Numerator**: In Education, In Training or Verifiable employment (with earnings in measurement quarter)
- **Denominator**: All program participant exiters

\[
e.g., \quad \frac{88 \text{ In Education, Training, or Verified Employment}}{100 \text{ Program Participant Exiters}} = 88\%
\]
Median Earnings – 2nd Quarter After Exit
Performance Definitions

- **WHO**: All CCMEP Youth employed 2nd Quarter after Exit

- **WHAT**: The median earnings of program participants in unsubsidized employment in the 2nd quarter after exit. The median represents the mid-point between the value of the lowest wage reported and the value of the highest wage reported in the participant exit cohort.

- **WHEN**: Collected: 2nd Quarter After Exit
  
  Reported: 4 Quarters After Exit

- **WHERE**: OWCMS & Wage Record

- **WHY**: Overall – level of self sufficiency, especially important for older youth
Employment Wage Measurement
Median Earnings

- All Employed program participants with reported or supplemental wages in the second quarter after exit quarter

**Median Earnings Calculation**: Value of second quarter after exit wages that represent the midpoint between the value of the lowest wage reported and the value of the highest wage reported.

<table>
<thead>
<tr>
<th>Lowest wage ($)</th>
<th>Median Earnings ($)</th>
<th>Highest wage ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$800</td>
<td>$5,000</td>
<td>$7,000</td>
</tr>
<tr>
<td>$2,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$4,900</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$5,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$5,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$5,800</td>
<td></td>
<td></td>
</tr>
<tr>
<td>$7,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Average = $4,500 \text{ vs. } \text{Median} = $5,000
**NOTE:** Do not put zero dollars as an amount in the “Supplemental Earnings From Employer” field. Include the participant’s hourly or quarterly wage. The system **does** account for the amount that is populated in this field.
Credential Attainment


**Performance Definitions**

- **WHO**: ONLY in school youth or out of school youth in training, secondary, or postsecondary while enrolled

- **WHAT**: The percentage of all program participants who attain a credential during participation or within 1 year after exit from the program out of those enrolled in education or a training program leading to a recognized diploma, degree, or a credential (additional requirement for HS diploma or equivalent).

- **WHEN**: Collected: During Participation or Within 1 Year After Program Exit
  Reported: 6 Quarters After Exit

- **WHERE**: OWCMS (Only)

- **WHY**: Credentials can lead to employment and furthering education.
Credential Attainment

- **High School Exception**
  - If a participant obtains secondary school diploma or equivalent (e.g., GED), in order to count in the numerator, they must also be employed OR in an education/training program leading to a postsecondary credential within 1 year after exit.
Scenario 1:

Q: Maria was enrolled in school and attained her GED. Is Maria a success for the credential attainment rate?

A: No, in addition to earning her GED, she needs to be enrolled in postsecondary education or employment within 1 year after exiting the program.

Scenario 2:

Q: At program completion, Maria was enrolled in postsecondary at exit. Will she need to attain that credential as well to be successful in the credential attainment measure?

A: No. Maria already attained her GED and enrolled in postsecondary within 1 year after exit. As a result, her GED will count as an earned credential and she will be a success in the credential attainment rate.
Who Is Included In The Measure?

- **When and where is education / training status checked?**
  - Anytime during program participation

- At program entry
  - In school; HS or less
  - In school; Alternative school
  - In-school; Post-HS

- During program enrollment
  - Received Specific Service(s)

- At program exit
  - In Education or Training
During Enrollment: Services

- Youth Services included in the Credential Attainment Measure:
  - Alternative Secondary School Offerings
  - Apprenticeship
  - Occupational Skills Training
  - Occupational Skills Training/ITA
CCMEP IOP Screen – Services Tab

### Non-Registered Services

<table>
<thead>
<tr>
<th>Select</th>
<th>Date</th>
<th>Group</th>
<th>Service</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>02/14/2017</td>
<td>WIOA Non-Registered</td>
<td>REFERRAL TO CCMEP TANF</td>
<td></td>
</tr>
<tr>
<td></td>
<td>10/04/2019</td>
<td>WIOA Non-Registered</td>
<td>REGISTRATION</td>
<td></td>
</tr>
</tbody>
</table>

### Youth Services

<table>
<thead>
<tr>
<th>Select</th>
<th>Program Affiliation</th>
<th>Service Name</th>
<th>Actual Start Date</th>
<th>Planned/Actual End Date</th>
<th>Services Outcome</th>
<th>CFIS Status</th>
<th>Add Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CCMEP WIOA YOUTH</td>
<td>OCCUPATIONAL SKILLS TRAINING/ITA</td>
<td>01/16/2020</td>
<td>02/29/2020</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>SUPPORTIVE SERVICES</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>TUTORING, STUDY SKILLS, DROP OUT PREVENTION</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WORK EXPERIENCE/INTERNSHIPS</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WORK EXPERIENCE/ON THE JOB TRAINING</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WORK EXPERIENCE/PRE-APPRENTICESHIP</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WORK EXPERIENCE/SUMMER EMPLOYMENT</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WORK EXPERIENCE/TRADITIONAL</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>WORK EXPERIENCE/UNSUBSIDIZED</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>HOLD</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>CCMEP TANF YOUTH</td>
<td>OCCUPATIONAL SKILLS TRAINING/ITA</td>
<td>05/05/2019</td>
<td>05/28/2019</td>
<td>COMPLETED SUCCESSFULLY</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
CCMEP IOP Screen – Exit
Secondary Credential

Secondary school diplomas, alternate diplomas, and recognized equivalents include:

- Obtaining certification of attaining passing scores on a State-recognized high school equivalency test
- Earning a secondary school diploma or State-recognized equivalent through a credit-bearing secondary education program
Postsecondary Credential

- Recognized postsecondary credentials:
  - Involve technology or industry/occupational skills for the *specific industry/occupation* based on standards developed or endorsed by employers or industry associations
  - More than general skills related to safety, hygiene, etc.

- Others which are **NOT** recognized postsecondary credentials:
  - Certificates awarded by workforce development boards (WDBs)
  - Work readiness certificates
  - General certificates related to safety, hygiene, etc.
Which Credentials Count? Examples

Examples of common credentials that meet the definition:

- Certified Nursing Assistant (CNA) License
  - Example of Occupational Licensure
- Automotive Service Excellence (ASE) Certification
  - Example of Occupational Certification
- Commercial Driver License

Examples of common certificates that DO NOT MEET the definition:

- Occupational Safety and Health Administration (OSHA) 10 Hour Course that provides awareness of job-related common safety and health hazards
- Work/Career Readiness Certificates
- Completion of Orientation and Mobility training
- Post Graduate Degree
CCMEP IOP Screen – Services Tab

### Youth Services

<table>
<thead>
<tr>
<th>Select</th>
<th>Program Affiliation</th>
<th>Service Name</th>
<th>Actual Start Date</th>
<th>Planned/Actual End Date</th>
<th>Services Outcome</th>
<th>CFIS Status</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>CCMEP WIOA YOUTH</td>
<td>OCCUPATIONAL SKILLS TRAINING/ITA</td>
<td>01/16/2020</td>
<td>02/29/2020</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Staff Name
- BARAN, DAVID

#### Program Name
- State Tested Nurse Aide - STNA

#### ONET Description
Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linen. May transfer or transport patients. Includes nursing care attendants, nursing aides, and nursing attendants.

#### Credential Diploma or Certificate
- **Select Credential**: [Select Credential]
- **Date Attained**: [Date]
- **Total Fees**: 950

#### Tuition Fee(s)
- S81

#### Registration Fee(s)
- [Registration Fee(s)]

#### Tool Fee(s)
- [Tool Fee(s)]

#### Testing/Exam Fee(s)
- 246

#### Comments
- [Comments]
- CANCEL

#### Planned Cost
- $950

#### Actual Cost
- $50

#### ONET Code
- 33-1014.00

#### Provider Name
- Clark State Community College

#### ONET Title
- Nursing Assistants

#### In-Demand
- [In-Demand]

#### Local Demand
- [Local Demand]

#### Waiver
- Select Waiver
CCMEP IOP Screen – Experience Summary Tab

Next to text box for Degree/Certification, select the blue “down arrow” to get pop-up box for options to select the credential.

<table>
<thead>
<tr>
<th>Select</th>
<th>School/Program Name</th>
<th>Degree/Certification</th>
<th>Completion Date</th>
<th>Currently Enrolled/Not Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Southern University</td>
<td>BA or BS Degree</td>
<td>06/12/2020</td>
<td>Currently Enrolled</td>
</tr>
<tr>
<td></td>
<td>Technical Institute</td>
<td>AA or AS Degree</td>
<td>01/10/2020</td>
<td>Not Completed</td>
</tr>
<tr>
<td></td>
<td>USA Certificates</td>
<td>High School Diploma</td>
<td>06/05/2020</td>
<td>None</td>
</tr>
</tbody>
</table>
Measure Summary

➢ Rate for participants who are enrolled in an education or training program leading to a credential:

\[
\frac{70 \text{ obtained a credential during enrollment or within 1 year of exit}}{75 \text{ participants enrolled in a recognized diploma, degree, or a credential, etc}} = 93\%
\]

➢ Data can be entered in OWCMS on any of the three screens
Measurable
Skill Gains
Performance Definitions

- **WHO:** ONLY in school youth or out of school youth in training, secondary, or postsecondary while enrolled.

- **WHAT:** The percentage of program participants who attain a skill gain during a program year out of all participants who are enrolled in an education or training program leading to a recognized diploma, degree, or a credential OR employment.

- **WHEN:** Collected: Throughout Each Program Year

- **Reported:** For the current program Year (no delay)

- **WHERE:** OWCMS (Only)

- **WHY:** Make progress towards credential or employment.
A gain must be attained and documented by the end of each Program Year (i.e., June 30th).

E.g., a participant enrolled in training in July, would have 12 months to show a gain while a participant enrolled in June would have only 1 month to show a gain.

Inclusion in this measure begins with the program year associated with the education or training program.

E.g., a participant who enrolled in WIOA program in PY 2019 and first received training in PY 2020. This participant would be in the measure during PY 2020, but not PY 2019.
Who Is Included In The Measure?

- Youth Services included in the Measurable Skill Gains Measure:
  - Alternative Secondary School Offerings
  - Apprenticeship
  - Occupational Skills Training
  - Occupational Skills Training /ITA

Note: use the same list as the Credential Attainment Measure

Note: OJT is considered a Career Service for Youth so no MSG
How Do You Achieve A Gain?

1. **Educational Functional Level**: Achievement of at least one educational functioning level, if receiving instruction below postsecondary education level.

2. **H.S. Diploma or Equivalent**: Attainment of secondary school diploma or equivalent.

3. **Transcript**: Secondary or postsecondary transcript for sufficient credit hours.

4. **Training Milestone**: Satisfactory progress report toward an established milestone from an employer or training provider.

5. **Skills Progression**: Passage of an exam required for an occupation or progress attaining technical/occupational skills as evidenced by trade-related benchmarks.
Measurable Skill Gains For Below Postsecondary

Participant Below Postsecondary

Secondary School Diploma or Equivalent (#2)
Training Milestone (#4)
Exam-based Benchmark or Credential (#5)
Secondary School Transcript (#3)
Educational Functioning Level Gain (#1)

Pre- and Post-Skills Assessment Test
Program exit and entry into postsecondary education

Numbers correspond to list on slide 52
Measurable Skill Gains For
In Postsecondary

- Participant In Postsecondary
  - Postsecondary School Transcript (#3)
  - Exam-based Benchmark or Credential (#5)
  - Training Milestone (#4)

Numbers correspond to list on slide 52
Measurable Skill Gains For On The Job Training

Participant in On-the-Job Training

Training Milestone (#4)

ADULT/DW ONLY: Successfully Complete OJT (#4)

Numbers correspond to list on slide 52
HOW DO YOU ACHIEVE A GAIN: EDUCATIONAL FUNCTIONING LEVEL (EFL) GAIN?

1. Achievement of at least one educational functioning level, if receiving instruction below postsecondary education level.

- Comparing initial educational functioning level, as measured by a pre-test, with the participant’s educational functioning level, as measured by a post-test.
  - Now automatically generated

- Enrolling in postsecondary education and training during the program year if the participant exits a program below the postsecondary level
  - Gain because participant now at postsecondary level
EFL: Pre- And Post Test
EFL: Pre- And Post Test
**EFL: Entering Postsecondary**

- Enrolling in postsecondary education and training during the program year if the participant exits a training program below the postsecondary level

- Entered in OWCMS – 2 ways: **if ISY or receiving “Alternative Secondary School Offerings” service**
  1. Gain occurs if the participant is then enrolled in “Occupational Skills Training”, “Occupational Skills Training/ITA”, or “Apprenticeship” on the CCMEP IOP screen – Services tab; or
  2. Enrolled in postsecondary, apprenticeship, or occupational skills training on the post exit and wages screen ➔ “Placement Information”
EFL: Entering Postsecondary

**Non-Registered Services**

<table>
<thead>
<tr>
<th>Select</th>
<th>Date</th>
<th>Group</th>
<th>Service</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>☑</td>
<td>02/14/2017</td>
<td>WIOA Non-Registered</td>
<td>REFERRAL TO CCMEP TANF</td>
<td></td>
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<tr>
<td>☑</td>
<td>10/04/2019</td>
<td>WIOA Non-Registered</td>
<td>REGISTRATION</td>
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</tr>
</tbody>
</table>

**Youth Services**

<table>
<thead>
<tr>
<th>Select</th>
<th>Program Affiliation</th>
<th>Service Name</th>
<th>Actual Start Date</th>
<th>Planned/Actual End Date</th>
<th>Services Outcome</th>
<th>CFIS Status</th>
<th>Add Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>☑</td>
<td>CCMEP WIOA YOUTH</td>
<td>OCCUPATIONAL SKILLS TRAINING/ITA</td>
<td>01/16/2020</td>
<td>02/29/2020</td>
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<td></td>
<td>+</td>
</tr>
<tr>
<td>☑</td>
<td>CCMEP TANF YOUTH</td>
<td>OCCUPATIONAL SKILLS TRAINING</td>
<td>01/18/2018</td>
<td>01/31/2019</td>
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<td></td>
<td>+</td>
</tr>
<tr>
<td>☑</td>
<td>CCMEP TANF YOUTH</td>
<td>OCCUPATIONAL SKILLS TRAINING</td>
<td>03/20/2018</td>
<td></td>
<td></td>
<td></td>
<td>+</td>
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EFL: Entering Postsecondary
EFL Automatic Skill Gains

![Diagram of EFL Automatic Skill Gains](Image)

- Skills Gain Table
  - Skills Gain: Educational Functioning Level Gain
  - Date of Skill Gains: 02/29/2017
  - Created By: SYSTEM

What is a Measurable Skills Gain?
How Do You Achieve A Gain?

2. Attainment of secondary school diploma or equivalent

➢ Same as the credential measure definition:
  ➢ Obtaining certification of attaining passing scores on a State-recognized high school equivalency test.
  ➢ Earning a secondary school diploma or State-recognized equivalent through a credit-bearing secondary education program.
Gain: Diploma Or Equivalent

- Attainment of secondary school diploma or equivalent

- Entered in OWCMS - 3 ways:
  1. CCMEP IOP ➔ Services Tab ➔ “Credential, Diploma, or Certificate” = “High School Diploma” or “GED/High School Equivalent”; or
  2. Post Exit & Wages ➔ “WIA Credential, Diploma, or Certificate” = “High School Diploma” or “GED/High School Equivalent”;
  3. CCMEP IOP ➔ Experience Summary Tab ➔ select “High School Graduate” or “GED/High School Equivalent” for Degree/Certification, with Date completed
Gain: Diploma Or Equivalent: IOP Screen – Services Tab
Gain: Diploma Or Equivalent: Post Exit Screen
Gain: Diploma Or Equivalent: IOP Screen - Experience Summary Tab
Diploma Or Equivalent System Generated Skills Gain

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<td>Secondary School Diploma or Equivalent</td>
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How Do You Achieve A Gain?

3. Secondary or postsecondary transcript for sufficient number of credit hours

- **Secondary**: transcript or report card for 1 semester – passing 5 credit hours (or the number necessary to be on track to graduate for those in their senior year.)

- **Postsecondary**: at least 12 credit hours per semester for full-time students, or for part-time students, a total of at least 12 credit hours over 2 completed consecutive semesters.

- **Clock hours equivalent (e.g., for nursing)**
  
  - 450 hours = 12 semester credits
  
  - 37.5 hours = 1 semester credit
Gain: Secondary/Postsecondary Transcript

- Secondary or postsecondary transcript for sufficient number of credit hours.
- Assess Education → Skills Gain Tab
  → “Secondary Transcript/Report Card” or “Postsecondary Transcript/Report Card”
How Do You Achieve A Gain?

4. Training Milestone: Satisfactory progress report toward an established milestone from an employer or training provider

- Completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training.

- May include training reports on milestones completed as the individual masters the required job skills.

- Increases in pay resulting from newly acquired skills or increased performance also can be used to document progress
Gain: Milestone

- Satisfactory progress report toward an established milestone from an employer or training provider

- Entered in OWCMS:
  - Assess Education → Skills Gain Tab → “Training Milestone: Satisfactory Progress Report from Employer/Training Provider”
5. Skills Progression: Passage of an exam required for an occupation or progress attaining technical/occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams.

- May include:
  - Passage of a component exam in a Registered Apprenticeship program
  - Employer-required knowledge-based exam
  - Satisfactory attainment of an element on an industry or occupational competency-based assessment
  - Other completion test necessary to obtain a credential (e.g., exam-based credential STNA, CDL, etc.)
Gain: Skills Progression

- Passage of an exam required for an occupation or progress attaining technical/occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams

- Assess Education → Skills Gain Tab → “Skills Progression: Exam-based Benchmark or Credential”
Measurable Skill Gains Summary

- **Numerator**: Number of participants who achieved a Measurable Skill Gains in the program year, via one of the following:
  - Educational Functioning Level
  - Postsecondary Transcript/Report Card
  - Secondary Transcript/Report Card
  - Training Milestone
  - Skills Progression

- **Denominator**: All participants CURRENTLY enrolled in an education or training program leading to a recognized postsecondary credential or employment
Exclusion from Performance and Exclusion Reasons
Example Of A Youth Case: Enrollment To Follow-up

- 17 years old
- TANF recipient
- Limited English skills
- High school incomplete

*Record all barriers in OWCMS!*

Enrolled in Program  
Training  
Measurable Skill Gains  
Credential  
Job  
Follow Up

Co-enrolled on August 1, 2020 (PY 2020)

Exits
Exclusion From Performance

- Under certain circumstances, a participant can be excluded from performance reporting.

- In order to qualify, the circumstance must be expected to last for more than 90 days.

- You are not required to exclude a participant.

  - For example: a circumstance may last for more than 90 days, but the participant intends to return after the circumstance has ended. The case can be put on hold in the interim.
Exclusion Reasons

WIOA

- Participant Deceased
- Participant Incarceration or Institutionalization (>90 days)
- Participant in Foster Care and required to move out of workforce area (Youth Only)*
- Participant Reservist Called to Active Duty
- Participant Health/Medical (treatment >90 days)

*Can transfer participant in OWCMS to new location

CCMEP

- Participant Deceased
- Participant Incarceration or Institutionalization (>90 days)
- Participant in Foster Care and required to move out of workforce area*
- Participant was exited from CCMEP “CCMEP – Awarded SSI/SSDI and made application for services with OOD”
Statistical Adjustment Model for CCMEP
CCMEP Statistical Adjustment Model

- Department of Labor methodology
  - A statistical test called a Multiple Linear Regression Model
  - To predict and adjust performance outcomes for each performance measure

Requirement in the WIOA Act (section 116)

Ohio is replicating DOL’s model and applying it to the WIOA Local Workforce Areas and CCMEP Lead Agencies
Goal of the Statistical Adjustment Model

- **Adjust performance goals** for Local Workforce Areas and Lead Agencies serving:
  - Harder-to-serve populations
  - *(Demographics and Barriers to Employment)*
  - In economies facing more difficult labor market conditions
  - *(Percentage of Employment in Specific Industries and Unemployment Rate)*

- The model objectively quantifies how, and to what extent, each of these variables affect levels of performance—i.e., actual outcomes (e.g., Homeless, HS Dropout, etc.)
Goal of the Statistical Adjustment Model

- The goal of the statistical approach is to account for these factors, and separate them from those factors that **program administrators are able to control**.

- **Aims for fair program evaluation!**
Performance Evaluation

US Dept of Labor \[\rightarrow\] Negotiates with and then Evaluates \[\rightarrow\] State of Ohio
Performance Evaluation

State of Ohio Negotiates with and then Evaluates

20 WIOA Local Areas

85 CCMEP Lead Agencies
When is the Model Used?

Used for Negotiations

- One of the factors used in negotiated levels of performance for predicting outcomes with past data

2 or 3 Program Years

Used for Adjustment

- Applied at the end of the program year to the negotiated level to adjust for any change

*The change between these two is the most important!*
Details of the Statistical Adjustment Model

HOLD ON TO YOUR METAPHORICAL HATS
Outcome Variable for Each Model

Youth Education, Training, or Employment 2\textsuperscript{nd} Quarter After Exit
Youth Education, Training, or Employment 4\textsuperscript{th} Quarter After Exit
Median Earnings 2\textsuperscript{nd} Quarter After Exit

Credential Attainment Rate
Measurable Skill Gain
Predictor Variables (1/2)

Characteristics of the participants served in each program:

- Race & Ethnicity
- Highest Grade Completed
- Individual with Disability
- Age
- Days in Program
- Low Income
- Employed at Participation
- TANF Recipient
- Youth in Foster Care

And MANY MORE!
Predictor Variables (2/2)

- Economic Factors*
  - Percentage of total employment in 10 BLS Super-Sectors
  - Unemployment Rate (not seasonally adjusted)

*in the local workforce area and/or lead agency county or counties

- Public Sector
- Financial services
- Construction
- And MANY MORE!
Adjustment Factor

EVERYBODY DANCE NOW
Adjustment Factor Definition

- The Adjustment Factor is the difference between the Baseline Model Outcome (PY 2016) and the Actual Model Outcome (PY 2019).

- The Adjustment Factor will be applied to the Negotiated Standard to create the new Adjusted Standard for each performance measure.

- The Adjusted Standard is compared to the Area or Lead Agency Rate (actual outcome) and this is how the state officially determines if a Area/Lead Agency meets, exceeds, or fails a performance measure.
  
  - Exceeds: rate is in excess of 105 percent of the performance standard.
  - Meets: rate falls in the range of 80 to 105 percent of the adjusted standard for the measure.
  - Fails: rate less than 80 percent of the adjusted standard.
**Adjustment Factor Example**

**Negotiation/Baseline**

*Using Program Year 2016 data to predict*

- 0% TANF participants
- 0% * -0.0407 = 0% (No Effect!)

**Adjustment**

*Using Program Year 2019 data as actual*

- 15% TANF participants
- 15% * -0.0407 = -0.61%
Adjustment Factor Example

**Negotiation/Baseline**

*Using Program Year 2016 data to predict*

0% TANF participants

0% (No Effect!)

Model outcome: 70%

---

**Adjustment**

*Using Program Year 2019 data as actual*

15% TANF participants

-0.61% (Model decreases by 0.61%)

Model outcome: 69.4%

Predictor Variable: TANF and its Coefficient: -0.0407
PY 2019 Adjustment Example

Negotiated Standard: 51%

Youth Credential Attainment Rate

Negotiation/Baseline

Using Program Year 2016 data to predict

Model outcome: 55%

Adjustment

Using Program Year 2019 data as actual

Model outcome: 47%

47% (Actual) – 55% (Baseline) = -8%

Adjustment Factor: -8%
PY 2019 Adjustment Example

Youth Credential Attainment Rate

Negotiated Standard: 51%

Adjustment Factor: -8%

Adjusted Standard: 43%

Compare Adjusted Standard to Actual Area Rate to determine if successfully performed
Coefficients

- Coefficient = Measurable relationship between Predictor Variable and Outcome Variable

- All coefficients are derived from DOL

- Coefficients are different for every model
Consequences for Failing Performance

- **CCMEP**
  - Failure of any CCMEP performance measure will result in technical assistance and a Performance Improvement Plan
  - State of Ohio *may* take action for CCMEP performance failure

*Note: Action for failure beginning PY 2020*
Performance Reference

- **Program Performance Information:** [http://jfs.ohio.gov/owd/WIOA/Performance/index.stm](http://jfs.ohio.gov/owd/WIOA/Performance/index.stm)

- **USDOL Information:** [Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III and Title IV Core Programs (TEGL 10-16, Change I)](http://jfs.ohio.gov/owd/WorkforceProf/Index.stm)

- **ODJFS/OWD/CCMEP Information:** [http://jfs.ohio.gov/owd/WorkforceProf/Index.stm](http://jfs.ohio.gov/owd/WorkforceProf/Index.stm)
Program And System Questions
Contact The Ohio Department of Job and Family Services, Office of Workforce Development

- WIOA
  - Email WIOAQNA@jfs.ohio.gov

- CCMEP
  - Email CCMEPQNA@jfs.ohio.gov

- OWCMS
  - Phone: 1-888-296-7541, Option # 2
  - E-Mail: OWCMS-Help-Desk@jfs.ohio.gov

- Email with questions and to request trainings
Performance And Reporting Questions

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