

## Handout 2: NRS Tips: NRS Performance Measures Under WIOA

The *Workforce Innovation and Opportunity Act* (WIOA) reauthorizes the national adult education program and creates opportunities for improving services to adult learners. The act emphasizes coordination among four core federal programs within the Departments of Education and Labor that support adult education, employment training, and vocational rehabilitation services. Section 116 of the act establishes a common performance accountability system, with common definitions of performance indicators that must be used in all core programs. The performance accountability system increases the focus on employment and wages, and the attainment of credentials, in addition to occupational, technical, and educational skills development. This *NRS Tips* describes these measures that meet WIOA's accountability requirements.

### What are the new performance measures?

WIOA requires that the following common performance measures be included in NRS reporting.

- **Employment measures**

There are three employment measures:

1. The percentage of participants employed during the second quarter after program exit
2. The percentage of participants employed during the fourth quarter after program exit
3. The median earnings for all participants who are in unsubsidized employment in the second quarter after exit.

- **Credential attainment**

The credential attainment indicator measures two types of credentials:

1. Receipt of a secondary school diploma or recognized equivalent during participation or within 1 year after exit from the program. The receipt of this credential is only counted if the participant also enters postsecondary education or training, or employment within 1 year after exit.
2. Receipt of a recognized postsecondary credential during participation or within 1 year after exit from the program.

The secondary school diploma credential applies only to participants enrolled in a secondary education program at or above the 9<sup>th</sup> grade level who do not have a secondary school diploma or its equivalent. The indicator is calculated as a percentage of the total number of participants who exited during the reporting period who achieved either credential as defined above *divided by* the total number of participants (1) who exited and were enrolled in a postsecondary education or training program *plus* (2) all participants who exited and were enrolled in a secondary education program at or above the 9<sup>th</sup> grade level and did not have a secondary school diploma or its equivalent.

- **Measurable skill gains (MSG)**

There are two types of gains that may be used to register a MSG achievement:

1. Gaining an educational functioning level (EFL) in one of the following ways:
  - Comparing the participant's pretest with the participant's posttest, using an NRS-approved test
  - Awarding of Carnegie Units or credits in an adult high school program
  - Enrollment in postsecondary education and training after exit
2. Obtaining a secondary credential or its recognized equivalent

Only states that offer state-recognized adult high school programs that lead to a secondary school diploma or its recognized equivalent can measure and report educational gain through the awarding of credits or Carnegie units. Participants in these schools can complete ABE Level 5 and achieve an MSG by earning enough Carnegie Units or credits to move to 11<sup>th</sup> or 12<sup>th</sup> grade status, according to state rule.

### Do the measures apply to all participants?

The employment measures apply to all participants, except those participants who are receiving services under the correction education and education of other institutionalized individual provisions of AEFLA (section 225) and who remain incarcerated at program exit. These participants are also excluded from the credential measure.

The median earnings measure applies only to participants who are employed in the second quarter after exit. The secondary credential portion of the credential attainment measure applies only to participants who enter at, or advance to, the ninth-grade-equivalent level and do not already have a secondary credential. The postsecondary attainment portion of the credential attainment measure is applicable only to participants who are co-enrolled in adult and postsecondary education, including integrated education and training (IET) programs.

However, participants may be excluded from all performance calculations when forced to exit the program due to extenuating circumstances such as:

- The participant becomes incarcerated or enters into a 24-hour support facility such as a hospital or treatment center
- The participant exits due to medical treatment that lasts more than 90 days
- The participant is deceased
- The participant exits due to being called into active duty in the National Guard or other armed services for at least 90 days

### How are measurable skill gains reported and used?

States can count only one type of gain under the MSG measure for a participant for each period of participation (POP) for reporting purposes. The Office of Career, Technical, and Adult Education (OCTAE) will set a single performance target based on the percentage of participants who achieve MSG.

### What are periods of participation?

A period of participation begins when an individual enrolls in adult education and obtains at least 12 hours of service. When a participant exits the program, the period of participation ends, but if there is a new enrollment during the program year, a new period of participation begins. Therefore, a participant may have more than one period of participation in a program year.

Exit date is the last day of service, which is determined after 90 days have elapsed since the participant last received services and there are no plans to provide the participant with future services. Services do not include self-service, information-only services, activities, or follow-up services.

For example, a student who enters in September, exits in December, and reenrolls in May has two periods of participation. A participant who enters only once has one period of participation. Each period of participation is counted separately, and MSG and exit-based indicators are counted for each period.

### How does reporting change?

States will use NRS reporting tables, revised for WIOA, to report to OCTAE on the measures, participant characteristics, and program participation. There is also a new statewide performance report that will be used by all core WIOA programs. States will report participant performance for each period of participation but the NRS tables will also continue to require unduplicated counts of participants and outcomes as well.

### When do the new NRS reporting requirements go into effect?

The new reporting requirements go into effect in the 2016 program year, which began on July 1, 2016. The first annual report with new measures will be due in October 2017.

### What additional information and help are available?

The updated *NRS Implementation Guidelines* and joint interagency guidance will provide more details about NRS measures, reporting, and data collection requirements. In addition, OCTAE will provide additional guidance and the NRS support project will provide technical assistance through face-to-face and online training, individual state assistance, and other resources to states and local providers, to assist in understanding and implementing the NRS under WIOA.

## Handout 3: What's New, What's Not

WIOA term	What's new	What's not
<b>Reportable individual</b>	New term: an individual who has taken action demonstrating an intent to use program services and who meets reporting criteria, including providing identifying information, but has fewer than 12 contact hours.	
<b>Participant</b>		An individual who has 12 or more contact hours
<b>Period of participation</b>	New term: A new period of participation occurs each time a participant enters the program and gets at least 12 hours of service, even if the service occurs after an exit during the same program year. A participant may have multiple periods of participation in a year, and performance is measured and reported on NRS tables for each period.	Reporting nonduplicative counting of participants in NRS tables continues.
<b>Measureable skill gain (MSG)</b>	WIOA performance measure, which includes educational functioning level (EFL) gain through pre- and posttesting, program exit with entry into postsecondary education, and awarding of Carnegie Units. Also included is the receipt of a secondary credential. Only the latest MSG is reported on NRS tables.	Pre- and posttesting, and assessment procedures and policy remain the same.
<b>Barriers to employment</b>	WIOA defines 11 types of participant characteristics that can create barriers to employment. The joint ICR reporting form breaks out performance measures for each type of participant by barrier.	
<b>Program entry</b>		The date of enrollment in the program.
<b>Program exit</b>	The last day of service cannot be determined until at least 90 days have elapsed since the participant last received services.	The last date of service, with no services provided for 90 days and no scheduled future services.
<b>Credential attainment</b>	Receipt of a secondary credential is only counted if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program. Measure only applies to participants at the ninth- grade equivalent or higher.	