



Oregon Workforce System Program Experts Performance Measure Summary Report

Work Group Members

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The Issue

During 2013, the Governor's Office and Oregon Workforce Investment Board asked the Oregon Employment Department to develop and implement a series of redesigned workforce performance measures to meet the needs of the evolving workforce system. A total of nine measures have been identified. This paper provides analysis and recommendations on four employment measures and one skill gain measure.

Four of Oregon's new workforce system performance measures involve matching customer records with quarterly Unemployment Insurance wage records. Three of the four will mirror existing "federal common measures". The fourth will be a new approach to measuring "wage gain". A fifth measure requires the partners to send data to the system to measure the degree to which individuals achieve measureable gain in skills.

About the Group

The Program Experts Work Group is comprised of individuals who represent the employment and training programs in the workforce system. This group met weekly in May through early July of 2014 for the purpose of identifying the data elements and data sources needed to compute the four wage measures and one skill gain performance measure.

Principles

When identifying the data elements and data sources, the work group considered these cornerstone principles: data are confidential; data security is paramount; data are owned by the partner; we strive for accurate and timely data; the information is targeted to the customers; and we will always comply with all federal and state laws.





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The Parameters

When identifying the data elements and sources of the data, these 'common measure' parameters and definitions are applied to all four wage measures:

- A participant is an individual who is determined eligible to participate in the program and receives a service funded by the program.
- For participants receiving services from multiple programs, the earliest date of service is the "date of participation".
- Some services do not commence participation in a program. Those include: self-directed job search; determination of eligibility to participate in a program; caseload management activities e.g., regular contact with an individual to obtain employment status or educational progress; and income maintenance or support payments (e.g., UI benefit payment, TANF, other cash assistance, SNAP).
- The term exit means a participant has not received a service funded by the program or funded by a partner program for 90 consecutive days, and is not scheduled for future services. The exit date is the last day of service. The date of exit is applied retroactively to the last day on which the individual received a service funded by the program or partner program.
- Activities that do not extend participation in the program include: determination of eligibility to participate in the program; case management services; income maintenance or support payments (e.g., UI benefit payment, TANF, other cash assistance, SNAP).
- A participant will be excluded from the measures if the individual meets one or more of these categories: institutionalized; health/medical or family care; deceased; Reserve forces called to active duty or; invalid or missing social security number.
- A participant is considered employed with wages of \$1 or more during the quarter.
- Some individuals receiving workforce services do not have employment as a goal and these individuals are excluded from the employment measures.





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The Measures and Definitions

1a. Entered Employment

Of those who are not employed at the date of participation:

$$\frac{\text{\# of participants who are employed in the first quarter after the exit quarter}}{\text{\# of participants who exit during the quarter}}$$

1b. Entered Employment

Of those who are either employed or not employed at the date of participation:

$$\frac{\text{\# of participants who are employed in the first quarter after the exit quarter}}{\text{\# of participants who exit during the quarter}}$$

Additional operational parameters for entered employment:

- For measure 1a, the individual cannot be employed at the date of participation, but for 1b employment status at time of participation is not considered for the measure.
- Employment at the date of participation is based on information collected from the individual, not from wage records.

2. Employment Retention

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

$$\frac{\text{\# of adult participants who are employed in both the second and third quarters after the exit quarter}}{\text{\# of adult participants who exit during the quarter}}$$

Additional operational parameters:

- Employment status at date of participation is not considered for this measure.
- The denominator refers only to those who exit AND are employed in the first quarter.





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3. Average Earnings

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

$$\frac{\text{Total earnings in the second and third quarters after the exit quarter}}{\text{\# of adult participants who exit during the quarter}}$$

Operational parameters:

- Employment status at date of participation is not considered for this measure.
- The denominator refers only to those who exit AND are employed in the first, second, and third quarters after exit.

4. Wage Gain

Of those who are employed in the first, second, and third quarters after the exit quarter and employed in the second and third quarters prior to intake:

$$\frac{\text{\# of individuals who had higher wages in the second and third quarters after exit quarter compared to the second and third quarters prior to intake}}{\text{\# of participants who exit during the quarter}}$$

Operational parameters:

- Employment status at date of participation is not considered for this measure.
- The denominator refers only to those who exit AND are employed in the first, second, and third quarters after exit.

5. Skill Gain

Definitions for three skill gain indicators were developed by the Skill Gain Performance Measure Work Group. Producing the three indicators will require data submitted by the partners, therefore the Program Experts Work Group were given the responsibility for identifying the data elements required from the partners for skill gain performance reporting.





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The Program Experts Work Group determined the skill gain data requirements based on definitions of these three indicators:

- 1) Of all individuals who were enrolled in the workforce system at the end of each reporting period, the percentage who are enrolled in or who have completed a skill gain activity;
- 2) Of all the workforce system participants who exited the system during the reporting period, the percentage who completed some kind of skill gain activity and;
- 3) Of all the workforce system participants who exited the system during the reporting period and who had participated in formal training, the percentage that completed their training.

Referring to the three definitions, the Program Experts Work Group identified 11 services and categorized each service as either formal or informal training, a requirement of the skill gain measure. The following table shows the breakout of these services by category.

Formal or Informal	Service
Formal	Occupation skills training
	OJT
	Work Experience
	Self-employment training
	Apprenticeship
	Short-term vocational
	ESL
Informal	Computer Literacy
	Job Search Workshops
	Workplace Basic Skills Workshops
	Employability Skills Workshops

The collection of these 11 services from the partners provides the necessary data for the three skill gain indicators.





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As a result of their work, the Program Experts Work Group identified 29 customer demographic components, nine service groups, three credential elements, three outcome codes, and 10 transmittal codes. The primary consideration the group members applied when determining if a data item should be collected from the partners is whether the element is required for data reporting. If the data item was not required, but the partner agencies had data elements that were important for their own use, those data elements were also included in the data dictionary.

In addition to identifying the data elements required for reporting of the measures, the task of identifying the data sources was also the responsibility of the Program Experts Work Group.

Data Sources

The data source(s) applicable to each measure are as follows:

Performance Measure	Data Source
Entered Employment	Customer record provided by the partner agency, wage records including Oregon records, out-of-state wage records from the Wage Record Interchange System (WRIS), Wage Record Interchange System 2 (WRIS2), federal wages from the Federal Employment Data Exchange System (FEDES), and supplemental sources of data e.g., self-employment
Employment Retention	
Average Earnings	
Wage Gain	
Skill Gain	Customer service record provided by the partner agency.

A draft of the data elements dictionary is available by clicking [here](#) or going to www.oregon.gov/PRISM/Pages/WDQI.aspx and clicking 'Wage Records Program Experts' and look for Data Dictionary DRAFT.

Addendum

July 22, 2014, H.R. 803, President Obama signed into law The Workforce Innovation and Opportunity Act (WIOA). This passage of this bill supersedes the Workforce Investment Act of 1998. In general, the WIOA takes effect on July 1, 2015, the first full program year after enactment. Within the bill new performance measures are identified and DOL will issue further guidance on these measures and the definitions, however, the timeframe is unknown. By the time the IT staff has completed the programming for reporting of these 'common measures', it's possible the Program Experts Work Group will have to revisit these data elements to conform with the definitions of the WIOA measures.

