

PERFORMANCE INDICATORS

Performance indicators and performance reporting requirements are required to assess the effectiveness in achieving positive outcomes for participants enrolled in WIOA Title III: Wagner-Peyser and WIOA Title I: Adult, Dislocated Worker, and Youth.

PRIMARY PERFORMANCE INDICATORS

EMPLOYMENT RATE – 2ND QUARTER AFTER EXIT: The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.

Numerator: Participants in the denominator with RA wage records, Federal or military employment records, or supplemental wage information in the second quarter after exit.

÷ Divided by

Denominator: Number of participants who exited during the reporting period (except for Title I Youth) and does not meet one of the exit exclusion reasons in [WIOA Exit Policy 6.2](#).

Title I Youth – Education & Employment Rates 2nd Quarter After Exit: The percentage of participants in education, training, or unsubsidized employment in the second quarter after exit. Title I Youth in Job Corps during this period count as successful in training.

Numerator: Youth participants in the denominator who exited during the reporting period and are employed or enrolled in education or training in the second quarter after exit.

÷ Divided by

Denominator: Number of Title I Youth participants who exited the program during the reporting period and do not meet one of the exclusion reasons in [WIOA Exit Policy 6.2](#).

EMPLOYMENT RATE – 4TH QUARTER AFTER EXIT: The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.

Numerator: Participants included in the denominator, who have a RA wage record match, Federal or military employment records, or supplemental wage information.

÷ Divided by

Denominator: Number of participants who exited during the reporting period (except for Title I Youth) and does not meet one of the exit exclusion reasons in [WIOA Exit Policy 6.2](#).

Title I Youth – Education & Employment Rates 4th Quarter After Exit: The percentage of participants in education, training, or unsubsidized employment in the fourth quarter after exit. Title I Youth in Job Corps during this period count as successful in training.

Numerator: Youth participants in the denominator who exited during the reporting period and are employed or enrolled in education or training in the fourth quarter after exit.

÷ Divided by

Denominator: Number of Title I Youth participants who exited the program during the reporting period and do not meet one of the exclusion reasons in [WIOA Exit Policy 6.2](#).

MEDIAN EARNINGS – 2ND QUARTER AFTER EXIT: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

- Total quarterly earnings for participants employed in the second quarter after exit are collected via direct wage records or supplemental information. The median earnings value is the middle number in the ordered list of these values.

Exclusions from Median Earnings:

1. Participants who have exited and are not employed in the 2nd quarter after exit.
2. Participants who have exited a program and for whom earnings information is not yet available.
3. Participants who have exited from a program and who have \$0 income.
4. Participants who have exited a program and are in subsidized employment.
5. Participants who meet on one of the exit exclusion reasons in [WIOA Exit Policy 6.2](#).

CREDENTIAL ATTAINMENT: The percentage of participants enrolled in an education or training program (excluding those in OJT, customized training, and non-occupational skills training) who attained a **recognized postsecondary credential** or a **secondary school diploma**, or its **recognized equivalent**, during participation in or within one year after exit from the program.

Participants who have attained a **secondary school diploma or its recognized equivalent** is included in the percentage **only 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*.

Numerator: Number of participants who exited during the reporting period and obtained a recognized postsecondary credential **OR** secondary school diploma within one year after exit, and who were employed or in an education or training program leading to a credential within one year after exit.

÷ Divided by

Denominator: Number of participants enrolled in an education or training program (excluding those in OJT, customized training, and Title III only participants) who exited during the reporting period and do not meet one of the exclusion reasons in [WIOA Exit Policy 6.2](#).

MEASURABLE SKILL GAINS (MSG): The percentage of 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, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment (see *Credential and Measurable Skills Gain Policy 6.4* for skill gain types).

- Participants are included only once per reporting period, regardless of multiple skill gains, unless they have multiple participation periods in a program year. In such cases, only the most recent skill gain is reported.
- Participants who exit and re-enroll in the same program year will be counted twice in the indicator if they are in an education or training program.
- Staff must not delay enrollment or services until the new program year, even if there's insufficient time for participants to achieve an MSG.

Numerator: Number of participants included in the denominator who are in an education or training program that leads to a recognized postsecondary credential or employment and is achieving measurable skills gains based on attainment of at least one type of gain.

÷ Divided by

Denominator: Number of participants (excluding Title III only participants) who are in an education or training program that leads to a recognized postsecondary credential or employment and does not meet one of the exclusion reasons in [WIOA Exit Policy 6.2](#).

EFFECTIVENESS IN SERVING EMPLOYERS: The percentage of participants in unsubsidized employment during the second quarter after exit from the program who were employed by the same employer in the second and fourth quarters after exit.

- All participants exiting Title I, Title III, Title II AEL, and Title IV programs who were employed in unsubsidized jobs in the second quarter after exit are counted as successful if their employer FEIN matches in both the second and fourth quarters after exit.

Numerator: Number of participants who exit during the reporting period and are employed by the same employer during the second quarter after exit and the fourth quarter after exit, through RA wage match, Federal or military employment records, or supplemental wage information.

÷ Divided by

Denominator: Number of participants who exited during the reporting period and were employed during the second quarter after exit and do not meet one of the exclusion reasons in [WIOA Exit Policy 6.2](#).

PERIOD OF PARTICIPATION

For all indicators, a period of participation starts when an individual enters and ends when they exit the program. States must count each exit within the same program year as a separate period of participation for performance calculations. For all indicators *except Measurable Skill Gains*, a new period is counted each time a participant re-enters and exits, even within the same program year. For **Measurable Skill Gains**, both periods are counted even if the second exit occurs in a different program year, as long as both enrollments are within the same program year.

EXCLUSIONS FROM PERFORMANCE REPORTING

See Exit [Policy 6.2](#) for exclusion reasons that apply to all participants in WIOA Title I Adult, Dislocated Worker, Youth, and Wagner-Peyser Title III programs.