

# GLOSSARY OF PERFORMANCE MEASURES

Q = quarter

## Indian and Native American Adults

### Employability Enhancement Rate

As a rate, the total number of terminees who obtained an employability enhancement (whether or not they entered employment), divided by the total number of terminees enrolled in the program year.

### Entered Employment Rate

The number of terminees who entered unsubsidized employment at termination divided by the total number of terminees.

### Positive Termination Rate

As a rate, those who either entered unsubsidized employment at termination or attained an employability enhancement, divided by all terminees enrolled in the program year.

## Indian and Native American Youth

### Attainment of Two or More Goals

The total number of youth participants enrolled in the Grantee's Supplemental Youth Services Program who attained at least two of the thirteen goals listed in the legislation divided by the total number of Supplemental Youth Services participants enrolled during the report period.

### Educational Attainment for Dropouts

The number of dropouts who have obtained a high school diploma, GED, or increased their literacy and numeracy by two grade levels divided by the total number of dropouts.

## Job Corps

### Attainment of High School Diplomas

The percentage of students who attain a high school diploma while enrolled in Job Corps.

### Earnings

The average hourly wage of graduates initially placed in a job or the military.

### Entered Employment Rate

The percentage of graduates who are initially placed in a job, the military, and/or an education program.

### Graduate Job Training Placement Wage

The average hourly wage of vocational completers initially placed in training-related jobs or the military.

### Hispanic Participation

The percentage of enrollees that are Hispanic.

### Retention Rate

The percentage of graduates who are placed in a job, the military, and/or an education program at six months after initial placement.

## Small Business Activity

The dollar value of Job Corps contracts awarded/obligated to small businesses during the period.

## National Farmworker Jobs Program (NFJP)

### Earnings Gain

The "Earnings Gain" measure applies to each NFJP participant placed in unsubsidized employment. It is the average increase (or decrease) to income earned from all employment sources during the six months following placement, compared to pre-participation employment income. The Earnings Gain is computed by subtracting from all income earned during the six months following placement, one-half the total income from employment during the full year prior to NFJP enrollment.

### Entered Employment Rate

The number of migrant and seasonal farmworkers who enter unsubsidized employment divided by the sum of the number who receive intensive or training services and have exited the program (during the program year).

### Retention Rate

The number who are employed at any time within the last 90 days of the six-month-follow-up date divided by the number of migrant and seasonal farmworkers placed in unsubsidized employment.

## Senior Community Service Employment Program (SCSEP)

### Placement Rate

The number of participants during the report period who were placed in unsubsidized employment divided by the number of authorized grantee community service positions. Placement in unsubsidized employment may be either part-time or full-time.

### Service Level

The count of participants during the report period divided by the total number of authorized grantee community service positions.

## Trade Adjustment Assistance (TAA)

### Earnings Replacement Rate

Of those dislocated workers who are employed in Q1 after exit: Total Post-Program Earnings (earnings in Q2 + Q3 after exit) divided by Pre-Dislocation Earnings (earnings in Q2 and Q3 prior to dislocation).

## Entered Employment Rate

The number of dislocated workers who have entered employment by the end of Q1 after exit divided by the number of dislocated workers who exit during the quarter.

### Retention Rate

Of those who are employed in Q1 after exit: the number of dislocated workers who are employed in Q3 after exit divided by the number of dislocated workers who exit during the quarter.

## Unemployment Insurance (UI)

### Percent of Intrastate Payments Made Timely

The percentage of intrastate UI benefit first payments for full weeks of unemployment issued within 14 days following the first compensable week in states with a waiting week, and 21 days in non-waiting week states.

### Detection of Recoverable Overpayments

The amount of overpayments (dollars) established through state operations as a percent of the estimated amount states can detect and establish for recovery.

### Entered Employment Rate

The percent of persons receiving an intrastate first payment in a given quarter who had earnings in the next quarter. (Approval to collect data from all states is being sought).

### Percent of Employer Tax Liability Determinations Made Timely

The percent of new employer determinations made within 90 days of the end of the quarter in which employers became liable to pay unemployment taxes.

## Wagner-Peyser Act/Employment Service (ES)

### Entered Employment Rate

The number of registered job seekers who, in Q1 or Q2 following the registration quarter, earned wages from a new employer divided by the total number of registered job seekers minus the number of registered job seekers whose only wages earned in Q1 and Q2 following registration were exclusively with the same employer from which wages were earned in the quarter prior to the registration quarter.

### Employment Retention Rate

The number of registered job seekers who retained employment for two quarters after entering employment with a new employer in Q1 or Q2 following the registration quarter divided by the total number of registered job seekers who entered employment with a new employer in the first or second quarter following the registration quarter.

## WIA Adult Program

### Entered Employment Rate

Of those who are not employed at registration: the number of adults who have entered employment by the end of Q1 after exit divided by the number of adults who exit during the quarter.

### Employment Retention Rate at Six Months

Of those who are employed in Q1 after exit: the number of adults who are employed in Q3 after exit divided by the number of adults who exit during the quarter.

### Average Earnings Change in Six Months

Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of adults who exit during the quarter.

## WIA Customer Satisfaction Measures

### Employer Satisfaction

The weighted average of employer ratings on each of the three American Customer Satisfaction Index (ACSI) questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

### Participant Satisfaction

The weighted average of participant ratings on each of the three American Customer Satisfaction Index (ACSI) questions regarding overall satisfaction are reported on a 0-100 point scale. The score is a weighted average, not a percentage.

## WIA Dislocated Worker Program

### Entered Employment Rate

The number of dislocated workers who have entered employment by the end of Q1 after exit divided by the number of dislocated workers who exit during the quarter.

### Employment Retention Rate at Six Months

Of those who are employed in Q1 after exit: the number of dislocated workers who are employed in Q3 after exit divided by the number of dislocated workers who exit during the quarter.

## Earnings Replacement Rate in Six Months

Of those who are employed in Q1 after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) divided by the pre-dislocation earnings (earnings in Q2 + Q3 prior to dislocation).

## WIA Older Youth Program

### Entered Employment Rate

Of those who are not employed at registration and who are not enrolled in post-secondary education or advanced training in Q1 after exit: the number of older youth who have entered employment by the end of Q1 after exit divided by the number of older youth who exit during the quarter.

### Employment Retention Rate at Six Months

Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in Q3 after exit: the number of older youth who are employed in Q3 after exit divided by the number of older youth who exit during the quarter.

### Average Earnings Change in Six Months

Of those who are employed in Q1 after exit and who are not enrolled in post-secondary education or advanced training in the third quarter after exit: the total post-program earnings (earnings in Q2 + Q3 after exit) minus pre-program earnings (earnings in Q2 + Q3 prior to registration) divided by the number of older youth who exit during the quarter.

## WIA Younger Youth Program

### Diploma or Equivalent Rate

Of those who register without a diploma or equivalent: the number of younger youth who attained a secondary school diploma or equivalent by the end of Q1 after exit divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

## Skill Attainment Rate

Of all in-school youth and any out-of-school youth assessed to be in need of basic skills, work readiness skills, and/or occupational skills: the total number of basic skills goals attained by younger youth plus number of work readiness skills goals attained by younger youth divided by the total number of basic skills goals plus the number of work readiness skills plus the number of occupational skills goals set.

### Retention Rate

The number of younger youth found in one of the following categories in Q3 following exit – post-secondary education, advanced training, employment, military service, or qualified apprenticeships – divided by the number of younger youth who exit during the quarter (except those still in secondary school at exit).

## Youth Opportunity Grants

### Long Term Placements

The total number of placements in long-term outcomes. Placement types include long-term unsubsidized employment, secondary or post-secondary education, and long-term occupational skills training (including vocational/technical school, CBO/proprietary training, pre-apprenticeship training, and Job Corps).

### Placed or in Progress

Percentage of youth within the quarter who are either in a long-term placement or still progressing in the program. Progressing is defined by participation in a program element within the last three months.

### Skill Attainment

Of all youth who are assessed to be in need of basic, work readiness, and/or occupational skills: the total number of attained basic skills plus number of attained work readiness skills plus the number of attained occupational skills, divided by the number of basic skills goals plus the number of work readiness skills goals plus the number of occupational skills goals.