

Attachment A

**PROPOSED CHANGES TO PRH,
APPENDIX 501 FOR PY 2010**

PROPOSED CHANGES TO THE CENTER OMS REPORT CARD:

1. Combination HSD/GED/Career Technical Training Attainment Rate: The Combination HSD/GED/Career Technical Training (CTT) Attainment Rate (Combination Attainment) measure is being reintroduced to the Center Outcome Measurement System (OMS) Report Card in PY 2010 in order to highlight the importance of attaining both educational and career technical credentials for our students. Through PY 2003, a Combination Attainment measure was included in the Center OMS; during this time performance on GED/HSD attainment and CTT completion was at its peak, and centers were able to compensate for performance in other areas by focusing on these on-center attainments.

This measure was removed in PY 2004 to allow for the addition of other measures that would promote new program priorities. Statistics over the past several years, however, have shown a sharp decline in GED/HSD attainments, and most especially, CTT completion.

While there are many factors that contribute to the decrease in the GED/HSD and CTT attainment rate, the introduction of the Combination Attainment measure is anticipated to place renewed emphasis on these on-center accomplishments, highlight the importance the program is placing on standards-based education, and ultimately lead to improved on-center and post-program results.

Based upon current performance levels, the goal for this measure is being set at 40%, with a weight of 5%.

2. Average Literacy Gains and Average Numeracy Gains measures: Two learning gains measures – a literacy gain measure and a numeracy gain measure – were introduced in PY 2004 to align the OMS with Common Performance Measures. Two separate measures were added so as to reward achievement separately for literacy and numeracy gains (and motivate achievement in both) and encourage centers to not focus on one area over the other when students have tested low in both subjects. These measures benefitted centers by giving credit to those youth that have achieved significant gains in literacy and/or numeracy, but have not yet reached the proficiency required to attain a GED or HSD.

To further encourage centers to continue working with students when a gain had already been achieved, the algorithm for learning gains was revised in PY 2007 to measure the average number of gains made by the students in the pool. For PY 2010, further revisions are being made to the algorithm. Specifically, negative credits will be replaced by a “0” credit (i.e., if a student in the pool scored one level lower from the initial to highest follow-up TABE test, instead of a “-1” credit, a “0” credit will be given). While instances of

negative crediting occur rarely, it appears to be more symptomatic of learning or testing issues rather than a true decrease in student ability.

The second modification to the algorithm will be to measure gains on a scale of 12 Grade Level Equivalents (GLE) instead of the 6 Educational Functioning Level (EFL) scale that has been in place since the introduction of these measures. While the EFL scale must still be utilized for reporting on Common Performance Measures, switching to GLE for OMS purposes allows potential employers and Job Corps stakeholders to more intuitively understand the student's reading and math proficiency. Analyses have indicated that, overall, centers' performance remains comparable regardless of whether learning gains are reported using EFLs or GLEs.

Since, on average, 1 EFL is equivalent to 2 GLEs, the national goal will be adjusted to reflect the higher numerical learning gain scores. Centers will continue to have model-based goals for this measure.

3. Certificate Attainment Rate: A new measure is being added to the OMS to support and align the program with the Certification Initiative that has been implemented nationally over the past two years. With the alignment of training programs to industry-based standards, Job Corps has begun placing increased emphasis on providing students with opportunities to receive industry-recognized certifications that will lead to better employment opportunities. The introduction of a certificate attainment measure also aligns the OMS with new national reporting requirements that mandate Job Corps to report on the number of certificates attained by its students.

The National Office Career Technical Training Team will use objective and uniform criteria to determine which certificates will be accepted for credit under this measure.

This measure will be reported for informational purposes only, and will not be weighted in PY 2010 in order to allow centers the time to establish baselines and to track their progress in meeting goals.

4. Former Enrollee Placement Rate: The Post-Enrollment Placement Rate measure was introduced in PY 2004 (originally titled "All Terminee" Placement Rate) to align the OMS with Common Performance Measures reporting requirements. This measure was considered to be a better summary indicator of placement at that time since Former Enrollee pools could be small, and combining the placement outcomes of both Former Enrollees and graduates appeared to allow for less potential skewing of performance.

Recent statistics, however, indicate that the Former Enrollee pool has increased substantially, while the pool for Graduates has decreased. By

removing direct emphasis on Former Enrollees, there appears to have been less importance placed on this group's placement outcomes. As a result, this larger pool has had more influence on the measure than anticipated. For this reason, the Post-enrollment Placement Rate measure is being replaced in the PY 2010 Center OMS with a measure that will focus directly on the former enrollee placement.

The goal for Former Enrollee Placement Rate measure is being set at 50%, with a weight of 5%.

5. Graduate Placement Rate: The major emphasis within the Performance Management System remains on graduates, and particularly graduate placement. This emphasis will complement the Combination Attainment Rate and Certificate Attainment Rate measures.

The weight of the Graduate Placement Rate measure is being increased in PY 2010 to 20%.

6. Graduate Full-Time Job Placement Rate: A new measure of Graduate Full-Time Job Placement Rate is being introduced on the PY 2010 OMS. Adding a measure of Graduate Full-Time Job Placement Rate will therefore reinforce the importance of ensuring students are placed in gainful employment with long-term attachment to the workforce and a defined career path.

This measure will be reported for informational purposes only, and will not be weighted in PY 2010 in order to allow centers the time to establish baselines and track their progress in meeting goals.

7. Graduate 6-Month Follow-up Placement Rate: Performance on the Graduate 6-month Follow-up Placement Rate measure has not varied considerably during the past several years.

With an increased emphasis on initial graduate placement, the goal for the Graduate 6-month Follow-up Placement Rate is being decreased to 10%.

PROPOSED CHANGES TO THE OA OMS REPORT CARD:

1. Level 1 Zero Tolerance (ZT) Non-Separation Rate: The Level 1 Zero Tolerance (ZT) Non-Separation Rate measure was introduced in PY 2005 as a way to emphasize the role that OA agencies should play in students' commitment to, and long-term success in, the program.

To further align with Job Corps' philosophy that every stakeholder contributes to a student's success within Job Corps, the weight for this measure is being increased to 25%.

2. 90-Day Commitment Rate: The 90-day Commitment Rate measure, also introduced in PY 2005, continues to be included in the OA Report Card to highlight the importance of students' commitment to the program. The weight, however, has been considerably decreased to allow emphasis to be placed on other measures.

The weight of the 90-Day Commitment Rate measure has been reduced to 20%.

Continuing with the direction that the responsibility for a student's success is shared among all stakeholders, and to encourage better service integration and cooperation between all entities that deliver services to Job Corps students, two new measures are being introduced.

3. Graduate Rate: A new measure of the proportion of students who graduate from the program, Graduate Rate, is being introduced in the PY 2010 OA Report Card to emphasize that OA agencies share in the responsibility for ensuring every student's success. This measure will emphasize the importance of enrolling committed and prepared students who will successfully complete the program.

Based upon an analysis of current data, this goal has been set at 60%, and the weight has been set at 5%.

4. Graduate Placement Rate: A new measure of the proportion of graduates who are initially placed is being added to the PY 2010 OA Report Card. This measure aligns the OA Report Card with the Center, Career Transition Services (CTS) and Career Technical Training (CTT) Report Cards, emphasizing that student placement is the responsibility of all stakeholders and the ultimate purpose of the program.

The goal for this measure has been set at 90% and the weight has been set at 5%.

PROPOSED CHANGES TO THE CTS OMS REPORT CARD:

1. Career Technical Training Completer Job-Training Match/Post-Secondary Education/Training Placement Rate: The primary function of Job Corps CTS providers is to find meaningful employment and/or educational opportunities for our students.

To further align with this function, the weight on the Career Technical Training Completer Job-Training Match/Post-Secondary Education/Training Placement Rate measure is being increased to 15% on the Career Transition Service (CTS) Report Card in PY 2010.

2. Former-Enrollee Placement Rate: The Post-Enrollment Placement Rate was introduced in PY 2004 to align the OMS with the Common Performance Measures reporting requirements. As with the Center Report Card, the Post-Enrollment Placement Rate measure is being replaced with a measure that will focus directly on the placement of former enrollees.

The goal for the Former Enrollee Placement Rate measure is being set at 50%, with a weight of 10%.

3. Graduate Placement Rate: Like the Center Report Card, the major emphasis within the Performance Management System remains on graduates, and particularly graduate placement.

The weight of the Graduate Placement Rate measure is being increased in PY 2010 to 25%.

4. Graduate Full-Time Job Placement Rate: A new measure of Graduate Full-Time Job Placement Rate is being introduced on the PY 2010 CTS. As with the measure introduced in the Center OMS, this measure is intended to reinforce the importance that Job Corps places on ensuring students who enter employment are in the best possible position that is available to them.

This measure will be reported for informational purposes only, and will not be weighted in PY 2010 in order to allow CTS agencies the time to establish baseline performance and track progress in meeting their goals.

5. Graduate 6-month Follow-up Weekly Earnings: In the upcoming program year, there will be an increased emphasis on initial graduate placement.

In response to the weight being placed on initial graduate placement, the goal for the Graduate 6-month Follow-up Weekly Earnings measure will be decreased to 10%.

PROPOSED CHANGES TO THE CTT REPORT CARD:

Changes made to the CTT Report Card for PY 2010 better align this system with the other Report Cards.

Goals are being added to all the measures of the CTT Report Card to align with the Center, OA and CTS Report Cards. As with the other Report Cards, performance ratings will be used to determine the overall rating and there will be no capping of the performance ratings (i.e., performance that exceeds the goal will be rated accordingly over 100%). This will encourage those programs that are already meeting their goals to continue striving for even better performance.

1. CTT Completion Rate: A modification of the definition of the CTT Completion Rate measure is being made for the PY 2010 Report Card. To align with current training practices and with the criteria of the CTT Completion Rate measure on the Center Report Card, the 60-day enrollment requirement has been removed. Since all other measures in this Report Card are based upon the pool of students who complete their CTT, the most weight will be placed upon this measure to drive a larger pool of students for the remaining measures.

A goal of 70% is being added to this measure, and the weight is being increased to 25%, making this the most heavily weighted measure in the CTTRC.

2. CTT Completer Certificate Attainment Rate: Similar to the Center Report Card, a new measure of Certificate Attainment Rate is being added to the CTTRC.

This measure will be reported for informational purposes only, and will not be weighted in PY 2010 in order to allow time to establish baselines and to track progress in meeting goals.

3. CTT Completer Placement Rate: A goal is being added to this measure in PY 2010 to align with the goal of the Graduate Placement Rate measures on the Center, CTS, and OA Report Cards.

A goal of 90% is being added to the CTT Completer Placement Rate measure.

4. CTT Completer Hourly Wage at Placement: Like the Center and CTS Report Cards, the goal for this measure remains unchanged.

Weight on the CTT Completer Hourly Wage at Placement measure is being increased by 5% to 10% to place further emphasis on attaining

jobs with higher wages and to align with the Full-Time Job Placement measure below.

5. CTT Completer Full-Time Job Placement Rate: As with the Center and CTS Report Cards, a new measure of Full-Time Job Placement Rate is being added to the CTTRC. The importance of placing students who enter jobs and/or the military into full-time jobs, which are more likely to be stable, career-oriented, and have higher wages, is emphasized through this measure.

This measure will be reported for informational purposes only, and will not be weighted in PY 2010 in order to allow time to establish baselines and to track progress in meeting goals.

6. Career Technical Training Completer Job-Training Match/Post-Secondary Education/Training Placement Rate: A goal of 70% is being added to the CTT Completer Job-Training Match/Post-Secondary Education/Training Placement Rate measure. The weight of this measure is also being reduced to 10% to allow weight to be realigned to other measures.
7. CTT Completer 6-Month and 12-Month Follow-up Placement Rates: A goal has been added to this measure, aligning it with the goal of the 6-Month and 12-Month Follow-up Placement measures on the Center and CTS Report Cards.

Goals of 70% are being assigned to the CTT Completer 6-Month and 12-Month Follow-up Placement Rate measures in PY 2010 to align with the Center and CTS Report Cards.

8. CTT Completer 6-Month Average Weekly Earnings: Like the Center and CTS Report Cards, the goal for this measure remains unchanged.

The weight of the CTT Completer 6-Month Average Weekly Earnings measure will be decreased by 10% to 10% to shift emphasis to other measures.

PROPOSED PY 2010 CENTER REPORT CARD			
Category	Definition	Goal	Weight
Direct Center Services – 45%			
High School Diploma (HSD)/General Educational Development (GED) Attainment Rate*	$\frac{\text{No. of Students who attain either a HSD or GED}}{\text{No. of Students without a HSD or GED at Entry}}$	50%	15%
Career Technical Training Program Completion Rate	$\frac{\text{No. of Students who complete a Career Technical Training program}}{\text{No. of Separated Students}}$	55%	15%
Combination High School Diploma (HSD)/General Educational Development (GED)/Career Technical Training (CTT) Attainment Rate	$\frac{\text{No. of Students who complete a Career Technical Training program and attain either a HSD or GED}}{\text{No. of Students without a HSD or GED at entry}}$	40%	5%
Average Literacy Gain*	$\frac{\text{No. of Grade Level Equivalent gains attained on the highest valid subsequent TABE reading test}}{\text{No. of Students who score 552 or lower on the initial TABE reading test or who do not take a valid initial reading test during the first 21 days on center}}$	TBD	5%
Average Numeracy Gain*	$\frac{\text{No. of Grade Level Equivalent gains attained on the highest valid subsequent TABE math test}}{\text{No. of Students who score 551 or lower on the initial TABE math test or who do not take a valid initial math test during the first 21 days on center}}$	TBD	5%
Certificate Attainment Rate	$\frac{\text{No. of Students who attain an approved industry-recognized Certificate or complete a NTC program}}{\text{No. of Students who enter a Career Technical Training program}}$	TBD	0%
Short-Term Career Transition Services – 37.5%			
Career Technical Training Completer Job-Training Match/Post-Secondary Education/Training Placement Rate	$\frac{\text{No. of Career Technical Training program completers placed in a training-related job, the military or post-secondary education/training}}{\text{No. Career Technical Training program completers placed in a job, the military or post-secondary education/training}}$	70%	5%
Former Enrollee Placement Rate	$\frac{\text{No. of Former Enrollees placed in a job, the military or education/training}}{\text{No. of Former Enrollees whose placement records are due or received}}$	50%	5%
Graduate Placement Rate	$\frac{\text{No. of Graduates placed in a job, the military or education/training or who transfer to an Advanced Training program at another center}}{\text{No. of Graduates whose placement records are due or received or who transfer to an Advanced Training program at another center}}$	90%	20%
Graduate Average Hourly Wage at Placement*	$\frac{\text{Sum of hourly wages of Graduates placed in a job or the military}}{\text{No. of Graduates placed in a job or the military}}$	\$9.15	7.5%
Graduate Full-Time Job Placement Rate	$\frac{\text{No. of Graduates placed in a full-time job or the military}}{\text{No. of Graduates placed in a job or the military}}$	TBD	0%
Long-Term Career Transition Services – 17.5%			
Graduate 6-Month Follow-up Placement Rate	$\frac{\text{No. of Graduates who report they are in a job, the military, or education/training on the 6-Month Follow-up Survey}}{\text{No. of initially placed Graduates who complete the 6-Month Follow-Up Survey}}$	70%	10%
Graduate 6-Month Average Weekly Earnings*	$\frac{\text{Sum of weekly earnings of Graduates who report they are in a job, the military, or education/training on the 6-Month Follow-up Survey}}{\text{No. of Graduates who report they are in a job or the military on the 6-Month Follow-Up Survey}}$	\$425	5%
Graduate 12-Month Follow-up Placement Rate	$\frac{\text{No. of Graduates who report they are in a job, the military, or education/training on the 12-Month Follow-up Survey}}{\text{No. of initially placed Graduates who complete the 12-Month Follow-Up Survey}}$	70%	2.5%
*Model-based goal			100%

PROPOSED PY 2010 OA REPORT CARD			
Category	Definition	Goal	Weights
Quantity/Production – 45%			
Female Arrivals	No. of female arrivals Total female contracted quota	100%	25%
Total Arrivals	No. of total arrivals Total contracted quota	100%	20%
Quality/Commitment – 55%			
Level 1 Zero Tolerance (ZT) Non-Separation Rate	No. of Students in the pool who do not separate for a Level 1 ZT Violation under codes 5.1A or 5.2B within the first 30 calendar days or under <u>code 5.2A within the first 45 calendar days</u> All Student arrivals with the opportunity to stay in the program for at least 45 calendar days	98%	25%
90-Day Commitment Rate	No. of Students in the pool who <u>stay for 90+ calendar days</u> No. of Student arrivals with the opportunity to stay for at least 90 calendar days	85%	20%
Graduate Rate	<u>No. of Students who separate as Graduates</u> No. of Separated Students	60%	5%
Graduate Placement Rate	No. of Graduates placed in a job, the military or education/training or who transfer to an <u>Advanced Training program at another center</u> No. of Graduates whose placement records are due or received or who transfer to an Advanced Training program at another center	90%	5%
			100%

PROPOSED PY 2010 CAREER TRANSITION SERVICE REPORT CARD

Category	Definition	Goal	Weight
Short-Term Career Transition Services – 65%			
Career Technical Training Completer Job-Training Match/Post-Secondary Education/Training Placement Rate	No. of Career Technical Training program completers placed in a training-related job, the <u>military or post-secondary education/training</u> No. Career Technical Training program completers placed in a job, the military or post-secondary education/training	70%	15%
Former Enrollee Placement Rate	No. of Former Enrollees placed in a job, the <u>military or education/training</u> No. of Former Enrollees whose placement records are due or received	50%	10%
Graduate Placement Rate	No. of Graduates placed in a job, the military or education/training or who transfer to an <u>Advanced Training program at another center</u> No. of Graduates whose placement records are due or received or who transfer to an Advanced Training program at another center	90%	25%
Graduate Average Hourly Wage at Placement*	Sum of hourly wages of Graduates placed in a job or the <u>military</u> No. of Graduates placed in a job or the military	\$9.15	15%
Graduate Full-Time Job Placement Rate	<u>No. of Graduates placed in a full-time job or the military</u> No. of Graduates placed in a job or the military	TBD	0%
Long-Term Career Transition Services – 35%			
Graduate 6-Month Follow-up Placement Rate	No. of Graduates who report they are in a job, the military, or education/training <u>on the 6-Month Follow-up Survey</u> No. of initially placed Graduates who complete the 6-Month Follow-Up Survey	70%	20%
Graduate 6-Month Average Weekly Earnings*	Sum of Hourly Wages of Graduates who report they are in a job or the military <u>on the 6-Month Follow-up Survey</u> No. of Graduates who Report they are in a job or the military on the 6-Month Follow-up Survey	\$425	10%
Graduate 12-Month Follow-up Placement Rate	No. of Graduates who report they are in a job, the military, or education/training <u>on the 12-Month Follow-up Survey</u> No. of initially placed Graduates who complete the 12-Month Follow-up Survey	70%	5%
<i>*Model-based goal</i>			100%

PROPOSED PY 2010 CTT REPORT CARD

Category	Definition	Goal	Weight
Career Technical Training Program Completion Rate	$\frac{\text{No. of Students who complete a Career Technical Training program}}{\text{No. of Separated Students assigned to a Career Technical Training program}}$	70%	25%
Career Technical Training Completer Certificate Attainment Rate	$\frac{\text{No. of Career Technical Training Program completers who attain an approved industry-recognized certificate or complete a NTC program}}{\text{No. Career Technical Training program completers}}$	TBD	0%
Career Technical Training Completer Placement Rate	$\frac{\text{No. of Career Technical Training completers placed in a job, the military, or education/training, or who transfer to an Advanced Training program at another center}}{\text{No. of Career Technical Training completers whose placement records are due or received or who transfer to an Advanced Training program at another center}}$	90%	20%
Career Technical Training Completer Average Hourly Wage at Placement	$\frac{\text{Sum of hourly wages of Career Technical Training completers placed in a job or the military}}{\text{No. of Career Training Completters placed in a job or the military}}$	\$9.15	10%
Career Technical Training Completer Full-Time Job Placement Rate	$\frac{\text{No. of Career Technical Training completers placed in a full-time job or the military}}{\text{No. of Career Technical Training completers placed in a job or the military}}$	TBD	0%
Career Technical Training Completer Job-Training Match/Post-Secondary Placement Rate	$\frac{\text{No. of Career Technical Training program completers placed in a training-related job, the military, or post-secondary education/training}}{\text{No. of Career Technical Training program completers placed in a job, the military, or post-secondary education/training}}$	70%	10%
Career Technical Training Completer Job-Training Match Average Wage	$\frac{\text{Sum of Hourly Wages of Career Technical Training program completers placed in a Training-Related Job or the Military}}{\text{Number of Career Technical Training program completers placed in a training-related job or the military}}$	\$9.70	5%
Career Technical Training Completer 6-Month Follow-up Placement Rate	$\frac{\text{No. of initially placed Career Technical Training completers who report they are in a job, the military, or education/training on the 6-Month Follow-up Survey}}{\text{No. of initially placed Career Technical Training completers who complete the 6-Month Follow-up Survey}}$	70%	15%
Career Technical Training Completer 6-Month Follow-Up Average Weekly Earnings*	$\frac{\text{Sum of weekly earnings of initially placed Career Technical Training completers who report they are in a job or the military on the 6-Month Follow-up Survey}}{\text{No. of Career Technical Training completers who report they are in a job or the military on the 6-Month Follow-up Survey}}$	\$425	10%
Career Technical Training Completer 12-Month Follow-up Placement Rate	$\frac{\text{No. of initially placed Career Technical Training completers who report they are in a job, the military, or education/training on the 12-Month Follow-up Survey}}{\text{No. of initially placed Career Technical Training completers who complete the 12-Month Follow-up Survey}}$	70%	5%
			100%