

# **PROPOSED CHANGES TO PRH, APPENDIX 501 FOR PY 2013**

## **PROPOSED CHANGES TO THE PY 2013 PERFORMANCE MANAGEMENT SYSTEM**

### **PROPOSED CHANGES TO THE APPENDIX 501 INTRODUCTION:**

1. **GED to HSE:** Due to conversion of the General Educational Development (GED) to a computer-based test series scheduled for release in January 2014, references to GED in Appendix 501 have been changed to the more generic term, High School Equivalency (HSE). Beginning in January 2014, individual states will have the option to utilize other equivalency tests. Centers are to follow their state's guidance on which tests to use.
2. **Model-based Goals:** For PY 2013, the method for developing model-based goals for two measures (HSD/HSE Attainment Rate and Combination HSD or HSE and CTT Attainment Rate) has been modified. The OMS Factor Verification Survey (generally used in establishing the model-based goals for these two measures) was not issued early in 2013 due to the unpredictability of the 2014 GED changes when OMS factors regarding PY 2012 GED barriers would no longer apply. Therefore, the PY 2013 model-based goals for the HSD/HSE Attainment Rate measure and the Combination HSD or HSE and CTT Attainment Rate measure were developed using center-specific student characteristics and additionally, 6 months of the GED barrier factor was applied to the 28 centers that had GED barrier-factor adjustments in PY 2012. This approach assumes that the GED barriers of PY 2012 were still accurate and would apply to the first half of PY 2013, but would not necessarily be appropriate after the revised GED and HSE options were implemented in January 2014. For PY 2013, the model-based goals for the remaining five measures continue to be based on student characteristics and local economic factors.
3. **Policy for Crediting Transfers to Advanced Training (AT) Programs:** The AT transfer policy has been updated to clarify the order in which assignment to an AT program should be made. The crediting policy for AT transfers remains unchanged for PY 2013.
4. **All attachments in Appendix 501 Introduction:** In order to streamline the PRH, all Appendix 501 attachments, previously attached to each Report Card, will now be centrally located in Appendix 501 Introduction. This move is designed to eliminate redundancy, reduce errors in replication, and most importantly, direct all users (centers, OA and CTS agencies, and CTT program operators) to the introduction which contains other valuable information regarding use of the individual Report Cards.

### **PROPOSED CHANGES TO THE CENTER REPORT CARD:**

PY 2012 proved to be an unusually challenging year for the Job Corps program. Financial constraints imposed a number of cost-saving measures including several periods of suspension of new enrollments. Nonetheless, the OMS Workgroup focused on developing realistic goals and weights for the Center Report Card.

Due to conversion of the General Educational Development (GED) to a computer-based test series scheduled for release in January 2014, references to GED in Appendix 501a (Center Report Card) have been changed to the more generic term, High School Equivalency (HSE). Beginning in January 2014, individual states will have the option to utilize other equivalency tests. Centers are to follow their states' guidance on which test to use.

Another change is that the method for developing PY2013 model-based goals for two measures (the HSD/HSE Attainment Rate and the Combination HSD or HSE and CTT Attainment Rate) has been modified. The OMS Factor Verification Survey (generally used in establishing the model-based goals for these two measures) was not issued early in 2013 due to the unpredictability of the 2014 GED changes when OMS factors regarding PY 2012 GED barriers would no longer apply.

Therefore, the PY 2013 model-based goals for the HSD/HSE Attainment Rate measure and the Combination HSD or HSE and CTT Attainment Rate measure were developed using center-specific student characteristics and, additionally, 6 months of the GED barrier factor was applied to the 28 centers that had GED barrier factor adjustments in PY 2012. This approach assumes that the GED barriers of PY 2012 were still accurate and would apply to the first half of PY 2013, but would not necessarily be appropriate after the revised GED and HSE options were implemented in January 2014.

The OMS Factor Verification Survey will resume for PY 2014 and will, to the extent possible, include factors that affect centers' barriers to attainment of new HSE options.

For PY 2013, the model-based goals for the remaining five measures continue to be based on student characteristics and local economic factors.

Finally, as noted in Appendix 501 Introduction, attachments pertaining to the Center Report Card, as well as other Report Cards, are now attached to Appendix 501 Introduction.

Changes in the PY 2013 Center Report Card are as follows:

1. **Career Technical Training (CTT) Industry-Recognized Credential Attainment Rate:** For PY 2013, the goal for Industry-Recognized Credential Attainment is increased from 80 percent to 85 percent.
2. **Former Enrollee Initial Placement Rate:** For PY 2013, the weight for Former Enrollee Initial Placement is decreased from 5 percent to 2.5 percent (in order to begin weighting the Graduate Full-Time Placement measure). The goal for Former Enrollee Initial Placement remains at 50 percent.
3. **Graduate Average Hourly Wage at Placement Rate:** For PY 2013, the weight for Graduate Average Hourly Wage at Placement is decreased from 7.5 percent to 5 percent (in order to provide weight for the new 12-month Average Weekly Earnings measure). The goal for Graduate Average Hourly Wage at Placement remains at \$9.70 per hour. Centers and regions have model-based goals for this measure.
4. **Graduate Full-Time Placement Rate:** For PY 2013, the goal for Graduate Full-Time Placement is decreased from 80 percent to 70 percent. In addition, the weight for this measure is increased from 0 percent to 2.5 percent.
5. **6-Month Follow-up Placement Rate:** For PY 2013, the goal for 6-Month Follow-up Placement is increased from 70 percent to 75 percent to align with the CTS Report Card.

6. **12-Month Average Weekly Earnings:** For PY 2013, this measure is being reinstated after it was eliminated from the Center Report Card in PY 2004. For PY 2013, the goal for 12-Month Average Weekly Earnings is \$450 and the weight is 2.5 percent. Centers and regions have model-based goals for this measure.

#### **PROPOSED CHANGES TO THE OUTREACH AND ADMISSION (OA) REPORT CARD:**

PY 2012 proved to be an unusually challenging year for the Job Corps program. Financial constraints imposed a number of cost savings measures including several periods of suspension of new enrollments which directly impacted OA performance.

While the OMS Workgroup discussed changes experienced by the system due to the suspensions of new enrollments imposed during PY 2012, it was decided that the impact will be minimized in PY 2013 by the adjustment of OA arrival quotas which Regional Offices will enter into Financial Management System (FMS) to align with the new PY 2013 On-board Strength (OBS) levels for each center. Therefore, in PY 2013, the performance measures, goals and weights for the OA Report Card will remain intact.

#### **PROPOSED CHANGES TO THE CAREER TRANSITION SERVICES (CTS) REPORT CARD:**

PY 2012 proved to be an unusually challenging year for the Job Corps program. Financial constraints imposed a number of cost-saving measures including several periods of suspension of new enrollments. Nonetheless, the OMS Workgroup focused on developing realistic goals and weights for the CTS Report Card.

As noted in Appendix 501 Introduction, attachments pertaining to the CTS Report Card, as well as other reports cards are now attached to Appendix 501 Introduction.

There are nine performance measures included in the PY 2013 CTS Report Card. To align the goals of centers and CTS agencies, these performance measures closely parallel the short-term and long-term post-center measures on the Center Report Card and placement measures on the Career Technical Training (CTT) Report Card.

Changes in the PY 2013 CTS Report Card are as follows:

1. **Former Enrollee Placement Rate:** In PY 2013, the weight for Former Enrollee Placement is decreased from 10 percent to 5 percent (in order to begin weighting the Graduate Full-Time Placement measure). The goal for Former Enrollee Placement remains at 50 percent.
2. **Graduate Full-Time Placement Rate:** For PY 2013, the goal for Graduate Full-Time Placement is decreased from 80 percent to 70 percent. In addition, the weight for this measure is increased from 0 percent to 5 percent.
3. **Graduate 6-Month Average Weekly Earnings:** In PY 2013, the weight for Graduate 6-Month Average Weekly Earnings is decreased from 15 percent to 10 percent (in order to provide weight for the new Graduate 12-Month Average Weekly Earnings measure). The goal for Graduate 6-month Average Weekly Earnings remains at \$425. CTS agencies and regions have model-based goals for this measure.

4. **Graduate 12-Month Average Weekly Earnings:** In PY 2013, Graduate 12-Month Average Weekly Earnings is being reinstated after it was eliminated from the CTS Report Card in PY 2004. For PY 2013, the goal for 12-Month Average Weekly Earnings is \$450 and the weight is 5 percent. CTS agencies and regions have model-based goals for this measure.

#### **PROPOSED CHANGES to the CAREER TECHNICAL TRAINING (CTT) REPORT CARD:**

PY 2012 proved to be an unusually challenging year for the Job Corps program. Financial constraints imposed a number of cost savings measures including several periods of suspension of new enrollments. Nonetheless, the OMS Workgroup focused on developing realistic goals and weights for the Center Report Card.

As noted in Appendix 501 Introduction, attachments pertaining to the CTT Report Card, as well as other report cards, are now attached to Appendix 501 Introduction.

The Minimum Productivity Rule (MPR) will again be used for informational purposes only in PY 2013.

Changes in the PY 2013 CTT Report Card are as follows:

1. **CTT Industry-Recognized Credential Attainment Rate:** For PY 2013, the goal for CTT Industry-Recognized Credential Attainment is increased from 80 percent to 85 percent.
2. **CTT Completer Average Hourly Wage at Placement Rate:** For PY 2013, the goal for CTT Completer Average Hourly Wage remains at \$9.85 per hour. However, the weight is decreased from 10 percent to 5 percent (in order to begin weighting the CTT Completer Full-Time Placement measure).
3. **CTT Completer Full-Time Job Placement Rate:** For PY 2013, the goal for CTT Completer Full-Time Placement is decreased from 80 percent to 70 percent. In addition, the weight for this measure is increased from 0 percent to 5 percent to align with the CTS Report Card.
4. **CTT Completer 6-Month Follow-up Placement Rate:** For PY 2012, the goal for CTT Completer 6-Month Follow-up Placement is increased from 70 percent to 75 percent to align with the Center and CTS Report Cards.
5. **CTT Completer 6-Month Follow-up Average Weekly Earnings:** For PY 2013, the goal for CTT Completer 6-Month Follow-up Average Weekly Earnings remains at \$425. The weight, however, is decreased from 15 percent to 10 percent (in order to provide weight for the new 12-Month Follow-up Average Weekly Earnings measure).
6. **CTT Completer 12-Month Follow-up Average Weekly Earnings:** For PY 2013, this measure is being reinstated after it was eliminated from the CTT Report Card in PY 2004. For PY 2013, the goal for 12-Month Follow-up Average Weekly Earnings is \$450 to align with the Center and CTS Report Cards and, to align with the CTS Report Card, the weight is set at 5 percent.

See the following proposed PY 2013 Report Cards:

PROPOSED PY 2013 CENTER REPORT CARD					
Measure	Definition	Goals		Weights	
		PY 12	PY 13	PY 12	PY 13
<b>Direct Center Services – 50%</b>					
High School Diploma (HSD) or High School Equivalency (HSE) Attainment Rate*	$\frac{\text{No. of Students who attain either an HSD or HSE}}{\text{No. of Students without an HSD or HSE at entry}}$	60%	<b>60%</b>	15%	<b>15%</b>
Career Technical Training Completion Rate	$\frac{\text{No. of Students who complete a Career Technical Training program}}{\text{No. of Separated Students}}$	65%	<b>65%</b>	15%	<b>15%</b>
Combination High School Diploma (HSD) or High School Equivalency (HSE) and Career Technical Training (CTT) Attainment Rate*	$\frac{\text{No. of Students who complete a Career Technical Training program and attain either an HSD or HSE}}{\text{No. of Students without an HSD or HSE at entry}}$	50%	<b>50%</b>	5%	<b>5%</b>
Average Literacy Gain*	$\frac{\text{Sum of Grade Level Equivalent gains attained on the highest valid subsequent TABE reading test}}{\text{No. of Students who score 552 or lower on the initial TABE reading test or who do not take a valid initial reading test during the first 21 days on center}}$	2.75 GLE	<b>2.75 GLE</b>	5%	<b>5%</b>
Average Numeracy Gain*	$\frac{\text{Sum of Grade Level Equivalent gains attained on the highest valid subsequent TABE math test}}{\text{No. of Students who score 551 or lower on the initial TABE math test or who do not take a valid initial math test during the first 21 days on center}}$	2.75 GLE	<b>2.75 GLE</b>	5%	<b>5%</b>
Career Technical Training Industry-Recognized Credential Attainment Rate	$\frac{\text{No. of Career Technical Training Students who attain an approved industry-recognized credential or complete an NTC program}}{\text{No. of Students Assigned to a Career Technical Training program}}$	80%	<b>85%</b>	5%	<b>5%</b>
<b>Short-Term Career Transition Services – 30.0%</b>					
Career Technical Training Completer Job Training Match/Post-secondary Credit Placement Rate	$\frac{\text{No. of Career Technical Training program completers placed in a training-related job, the military, or post-secondary education/training}}{\text{No. of Career Technical Training program completers placed in a job, the military, or post-secondary education/training}}$	75%	<b>75%</b>	5%	<b>5%</b>
Former Enrollee Initial 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%	<b>50%</b>	5%	<b>2.5%</b>
Graduate Initial 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%	<b>90%</b>	15%	<b>15%</b>
Graduate Average Hourly Wage at Placement*	$\frac{\text{Sum of hourly wages of Graduates placed in a job or the military}}{\text{No. of Graduates placed in a job or the military}}$	\$9.70	<b>\$9.70</b>	7.5%	<b>5%</b>
Graduate Full-Time Job Placement Rate	$\frac{\text{No. of Graduates placed in a full-time job or the military}}{\text{No. of Graduates placed in a job or the military}}$	80%	<b>70%</b>	0%	<b>2.5%</b>
<b>Long-Term Career Transition Services – 20.0%</b>					
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%	<b>75%</b>	10%	<b>10%</b>
Graduate 6-Month Average Weekly Earnings*	$\frac{\text{Sum of weekly earnings of Graduates who report they are in a job or in the military on the 6-Month Follow-up Survey}}{\text{No. of Graduates who report they are in a job or the military on the 6-Month Follow-up Survey}}$	\$425	<b>\$425</b>	5%	<b>5%</b>
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%	<b>70%</b>	2.5%	<b>2.5%</b>
Graduate 12-Month Average Weekly Earnings*	$\frac{\text{Sum of weekly earnings of Graduates who report they are in a job, the military, or education/training on the 12-Month Follow-up Survey}}{\text{No. of Graduates who report they are in a job or the military on the 12-Month Follow-up Survey}}$	N/A	<b>\$450</b>	N/A	<b>2.5%</b>
*Model-based goal				100%	<b>100%</b>

**PROPOSED PY 2013 OUTREACH AND ADMISSIONS (OA) REPORT CARD**

Measure	Definition	Goals		Weights	
		PY 12	PY 13	PY 12	PY 13
<b>Quantity/Production – 45%</b>					
Female Arrivals	<u>No. of female arrivals</u> Total female contracted quota	100%	<b>100%</b>	25%	<b>25%</b>
Total Arrivals	<u>No. of total arrivals</u> Total contracted quota	100%	<b>100%</b>	20%	<b>20%</b>
<b>Quality/Commitment – 55%</b>					
Arrivals With Level 1 Zero Tolerance (ZT) Non-Separation Rate	No. of Students in the pool who do not separate for a Level 1 ZT infraction 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%	<b>98%</b>	25%	<b>25%</b>
Arrivals With 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%	<b>85%</b>	25%	<b>25%</b>
Graduate Rate	<u>No. of Students who separate as Graduates</u> No. of Separated Students	70%	<b>70%</b>	2.5%	<b>2.5%</b>
Graduate Initial 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%	<b>90%</b>	2.5%	<b>2.5%</b>
				100%	<b>100%</b>

**PROPOSED PY 2013 CAREER TRANSITION SERVICES (CTS) REPORT CARD**

Measure	Definition	Goals		Weights	
		PY 12	PY 13	PY 12	PY 13
<b>Short-Term Career Transition Services – 60%</b>					
Career Technical Training Completer Job Training Match/Post-secondary Credit 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	75%	<b>75%</b>	10%	<b>10%</b>
Former Enrollee Initial Placement Rate	No. of Former Enrollees placed in a job, <u>the military, or education/training</u> No. of Former Enrollees whose placement records are due or received	50%	<b>50%</b>	10%	<b>5%</b>
Graduate Initial 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%	<b>90%</b>	25%	<b>25%</b>
Graduate Average Hourly Wage at Placement*	Sum of hourly wages of Graduates <u>placed in a job or the military</u> No. of Graduates placed in a job or the military	\$9.70	<b>\$9.70</b>	15%	<b>15%</b>
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	80%	<b>70%</b>	0%	<b>5%</b>
<b>Long-Term Career Transition Services – 40%</b>					
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	75%	<b>75%</b>	20%	<b>20%</b>
Graduate 6-Month Average Weekly Earnings*	Sum of Weekly Earnings 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	<b>\$425</b>	15%	<b>10%</b>
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%	<b>70%</b>	5%	<b>5%</b>
<b>Graduate 12-Month Average Weekly Earnings*</b>	<b>Sum of Weekly Earnings of Graduates who report they are in a job or the military <u>on the 12-Month Follow-up Survey</u></b> <b>No. of Graduates who report they are in a job or the military <u>on the 12-Month Follow-up Survey</u></b>	N/A	<b>\$450</b>	N/A	<b>5%</b>
*Model-based goal				100%	<b>100%</b>

**PROPOSED PY 2013 CAREER TECHNICAL TRAINING (CTT) REPORT CARD**

Measure	Definition	Goals		Weights	
		PY 12	PY 13	PY 12	PY 13
CTT Program Completion Rate	No. of Students who complete a Career Technical Training program No. of Separated Students assigned to a Career Technical Training program	75%	<b>75%</b>	15%	<b>15%</b>
CTT Industry-Recognized Credential Attainment Rate	No. of Career Technical Training Students who attain an approved industry-recognized credential or complete an NTC program No. of Students Assigned to a Career Technical Training program	80%	<b>85%</b>	5%	<b>5%</b>
CTT Completer Placement Rate	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 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%	<b>90%</b>	20%	<b>20%</b>
CTT Completer Average Hourly Wage at Placement	Sum of hourly wages of Career Technical Training completers placed in a job or the military No. of Career Training Completers placed in a job or the military	\$9.85	<b>\$9.85</b>	10%	<b>5%</b>
CTT Completer Full-Time Job Placement Rate	No. of Career Technical Training completers placed in a full-time job or the military No. of Career Technical Training completers placed in a job or the military	80%	<b>70%</b>	0%	<b>5%</b>
CTT Completer Job Training Match/Post-secondary Credit Placement Rate	No. of Career Technical Training completers placed in a training-related job, the military, or post-secondary education/training No. of Career Technical Training program completers placed in a job, the military, or post-secondary education/training	75%	<b>75%</b>	10%	<b>10%</b>
CTT Completer Job Training Match Average Wage	Sum of Hourly Wages of Career Technical Training completers placed in a Training-Related Job or the Military No. of Career Technical Training program completers placed in a training-related job or the military	\$10.40	<b>\$10.40</b>	5%	<b>5%</b>
CTT Completer 6-Month Follow-up Placement Rate	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 No. of initially placed Career Technical Training completers who complete the 6-Month Follow-up Survey	70%	<b>75%</b>	15%	<b>15%</b>
CTT Completer 6-Month Follow-up Average Weekly Earnings	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 No. of Career Technical Training completers who report they are in a job or the military on the 6-Month Follow-up Survey	\$425	<b>\$425</b>	15%	<b>10%</b>
CTT Completer 12-Month Follow-up Placement Rate	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 No. of initially placed Career Technical Training completers who complete the 12-Month Follow-up Survey	70%	<b>70%</b>	5%	<b>5%</b>
CTT Completer 12-Month Follow-up Average Weekly Earnings	Sum of weekly earnings of initially placed Career Technical Training completers who report they are in a job or the military on the 12-Month Follow-up Survey No. of Career Technical Training completers who report they are in a job or the military on the 12-Month Follow-up Survey	N/A	<b>\$450</b>	N/A	<b>5%</b>
				100%	<b>100%</b>