

Attachment

**PROPOSED CHANGES
TO PRH, APPENDIX 501 FOR PY 2014**

PROPOSED CHANGES TO THE PY 2014 PERFORMANCE MANAGEMENT SYSTEM

PROPOSED CHANGES TO THE APPENDIX 501 INTRODUCTION:

1. **Rebalancing of the Center Report Card:** Over the past several years, the design of goals and weights on the Center Report Card had resulted in an unusually high number of centers attaining overall rating scores at or above 100 percent. This called into question the credibility of the Center Report Card. For PY 2014, the Outcome Measurement System (OMS) Workgroup attempted to bring the composition of measures, goals and weights back into alignment. As a result, the Workgroup increased a number of goals more aggressively than before, and adjusted some weights to improve the validity of the system and place increased emphasis on short-term and long-term placement measures.
2. **Model-Based Goals:** For PY 2014, development of the center model-based goals for two measures (High School Diploma [HSD]/High School Equivalency [HSE] Attainment Rate and Combination HSD or HSE and Career Technical Training [CTT] Attainment Rate) has been slightly delayed. The OMS Factor Verification Survey (OMS FVS), generally used in establishing the model-based goals for these two measures, was not issued early in 2014, as customary, due to the nationwide transition to three new HSE testing options. Therefore, the PY 2013 model-based goals for these two measures are being used as interim goals for the first quarter of PY 2014. To capture as many of the HSE challenges as possible, the OMS FVS is being redesigned and will be piloted to allow for as much experience and feedback from centers as possible. It is anticipated that PY 2014 model-based goals for these two measures will be issued by October 1, 2014.
3. **Model-Based Goals for CTT Report Card:** New in PY 2014, center-level model-based goals are being applied to the CTT Report Card for the four wage and earnings measures.

PROPOSED CHANGES TO THE CENTER REPORT CARD:

Both PY 2012 and PY 2013 proved to be unusually challenging years for the Job Corps program. Financial constraints and several periods of suspension of new enrollments followed by measured build-up strategies created major challenges for program operations and resulted in irregular patterns of performance. With this in mind, the PY 2014 OMS Workgroup focused on developing appropriate goals and weights for the Center Report Card.

Over the past several years, the design of goals and weights on the Center Report Card had resulted in an unusually high number of centers attaining overall rating scores at or above 100 percent. This called into question the credibility of the Center Report Card. For PY 2014, the OMS Workgroup attempted to bring the composition of measures, goals and weights back into alignment. As a result, the OMS Workgroup increased a number of goals more aggressively than before, and adjusted some weights to

improve the validity of the system and place increased emphasis on short-term and long-term placement measures.

For PY 2014, development of the center model-based goals for two measures (HSD/HSE Attainment Rate and Combination HSD or HSE and CTT Attainment Rate) has been slightly delayed. The OMS FVS (generally used in establishing the model-based goals for these two measures) was not issued early in 2014 as customary due to the nationwide transition to three new HSE testing options (GED 2014, HiSET and TASC) beginning in January 2014. 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 are being used as interim goals for the first quarter of PY 2014. To capture as many of the HSE challenges as possible, the OMS FVS is being redesigned and will be piloted to allow for as much experience and feedback from centers as possible. It is anticipated that PY 2014 model-based goals for these two measures will be issued by October 1, 2014.

Also for PY 2014, the weighting structure of the Center Report Card has been adjusted to reduce the weight for Direct Center measures from 50% to 45%. Additional weight is shifted equally to Short-Term and Long-Term Career Transition measures; the weight for short-term measures is increased from 30% to 32.5% and the weight for long-term measures is increased from 20% to 22.5%. Within the long-term measures, weight is equally distributed between the 6-month placement and weekly earnings and the 12-month placement and weekly earnings. This is to emphasize that 12-month placement measures are considered equally as important as the 6-month placement measures. This emphasis of balanced weight is also reflected in the CTS and CTT long-term (6- and 12-month) measures.

Changes in the PY 2014 Center Report Card are as follows:

1. **Career Technical Training (CTT) Completion Rate:** For PY 2014, the goal for CTT Completion is increased from 65% to 70%. In addition, the weight for this measure is increased from 15% to 17.5%.
2. **Average Literacy Gain:** For PY 2014, the goal for Average Literacy Gain is increased from 2.75 Grade Level Equivalent (GLEs) to 3.00 GLEs. In addition, the weight for this measure is decreased from 5% to 2.5%. Centers and regions have model-based goals for this measure.
3. **Average Numeracy Gain:** For PY 2014, the goal for Average Numeracy Gain is increased from 2.75 Grade Level Equivalent (GLEs) to 3.00 GLEs. In addition, the weight for this measure is decreased from 5% to 2.5%. Centers and regions have model-based goals for this measure.
4. **Career Technical Training (CTT) Industry-Recognized Credential Attainment Rate:** For PY 2014, the goal for Industry-Recognized Credential Attainment is increased from 85% to 100%. In addition, the weight for this measure is decreased from 5% to 2.5%.
5. **Former Enrollee Initial Placement Rate:** For PY 2014, the goal for Former Enrollee Initial Placement is increased from 50% to 55%.
6. **Graduate Initial Placement Rate:** For PY 2014, the weight for Graduate Initial Placement Rate is increased from 15% to 17.5%.
7. **Graduate Average Hourly Wage at Placement Rate:** For PY 2014, the goal for Graduate Average Hourly Wage at Placement is increased from \$9.70 per hour to \$10.20 per hour.

Centers and regions have model-based goals for this measure.

8. **6-Month Follow-up Placement Rate:** For PY 2014, the weight for 6-Month Follow-up Placement is decreased from 10% to 7.5%.
9. **6-Month Average Weekly Earnings:** For PY 2014, the goal for 6-Month Average Weekly Earnings is increased from \$425 to \$450. In addition, the weight for this measure is decreased from 5% to 3.75%. Centers and regions have model-based goals for this measure.
10. **12-Month Follow-up Placement Rate:** For PY 2014, the goal for 12-Month Follow-up Placement is increased from 70% to 75%. In addition, the weight is increased from 2.5% to 7.5%.
11. **12-Month Average Weekly Earnings:** For PY 2014, the goal for 12-Month Average Weekly Earnings is increased from \$450 to \$475. In addition, the weight for this measure is increased from 2.5% to 3.75%. Centers and regions have model-based goals for this measure.

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

Both PY 2012 and PY 2013 proved to be unusually challenging years for the Job Corps program. Financial constraints and several periods of suspension of new enrollments followed by measured build-up strategies created major challenges for program operations and directly impacted OA performance. With this in mind, the OMS Workgroup carefully reviewed issues and challenges experienced by OA providers. In PY 2014, the measures and goals for the OA Report Card remain the same. Changes have been made however, to rebalance the weights (50% weight on Production Measures and 50% weight on Commitment Measures) to reinforce quality arrivals during build-up after the previous periods of enrollment suspension.

Changes in the PY 2014 OA Report Card are as follows:

1. **Total Arrival Rate:** For PY 2014, the weight for Total Arrivals is increased from 20% to 25%.
2. **Level 1 ZT Non-Separation Rate:** For PY 2014, the weight for Level 1 ZT Non-Separation Rate is decreased from 25% to 15%.
3. **90 Day Commitment Rate:** For PY 2014, the weight for 90 Day Commitment Rate is increased from 25% to 30%.

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

Both PY 2012 and PY 2013 proved to be unusually challenging years for the Job Corps program. Financial constraints and several periods of suspension of new enrollments followed by measured build-up strategies created major challenges for program operations, and resulted in irregular patterns of performance. With this in mind, the PY 2014 OMS Workgroup focused on developing appropriate goals and weights for the CTS Report Card.

There are nine performance measures included in the PY 2014 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. Similar to the PY 2014 Center Report Card, the 6-Month and 12-Month Follow-Up measures are equally weighted on the CTS Report Card; the placement measures are both weighted at 12.5% and the earnings measures are both weighted at 7.5%.

Changes in the PY 2014 CTS Report Card are as follows:

1. **Former Enrollee Placement Rate:** In PY 2014, the goal for Former Enrollee Placement is increased from 50% to 55%.
2. **Graduate Initial Placement Rate:** For PY 2014, the weight for Graduate Initial Placement is increased from 25% to 30%.
3. **Graduate Initial Wage:** For PY 2014, the goal for Graduate Initial Wage is increased from \$9.70 to \$10.20. In addition, the weight for this measure is decreased from 15% to 10%. CTS agencies and regions have model-based goals for this measure.
4. **Graduate 6-Month Placement Rate:** In PY 2014, the weight for Graduate 6-Month Placement is decreased from 20% to 12.5%.
5. **Graduate 6-Month Average Weekly Earnings:** In PY 2014, the goal for Graduate 6-Month Average Weekly Earnings increased from \$425 to \$450. In addition, the weight for this measure decreased from 10% to 7.5%. CTS agencies and regions have model-based goals for this measure.
6. **Graduate 12-Month Placement Rate:** In PY 2014, the goal for Graduate 12-Month Placement is increased from 70% to 75%. In addition, the weight for this measure is increased from 5% to 12.5%.
7. **Graduate 12-Month Average Weekly Earnings:** In PY 2014, the goal for Graduate 12-Month Average Weekly Earnings is increased from \$450 to \$475. In addition, the weight for this measure is increased from 5% to 7.5%. CTS agencies and regions have model-based goals for this measure.

PROPOSED CHANGES TO THE CAREER TECHNICAL TRAINING (CTT) REPORT CARD:

Both PY 2012 and PY 2013 proved to be unusually challenging years for the Job Corps program. The suspension of new enrollments, as well as reducing onboard strength and career technical training slots on centers had an impact on staffing, contract management and program support. With this in mind, the PY 2014 OMS Workgroup continued to focus on developing appropriate goals and weights for the CTT Report Card.

New for the PY 2014 CTT Report Card is the introduction of center-level model-based goals for CTT wage and earnings measures. Model-based goals are used for specific measures that require adjustments that ensure equity in making comparisons of performance across centers and providers. Setting center-

level goals that adjust for differences in key factors that are beyond the operator's control helps to "level the playing field" in assessing performance.

For the CTT report card, PY 2014 center-level model-based goals will be based on the factors identified for center OMS wage and earnings goals. The models used will be applied for all trades at each center. For PY 2014, appeals to the Center Report Card wage and earnings model-based goals will be processed and if approved, the changes will be applied both to the Center Report Card and the related measures on the CTT Report Card.

There are eleven performance measures included in the PY 2014 CTT Report Card. To align the goals of CTT programs, 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 Transition Services (CTS) Report Card. Similar to the PY 2014 Center and CTS Report Cards, the 6-Month and 12-Month Follow-Up measures are equally weighted on the CTT Report Card; the placement measures are both weighted at 12.5% and the earnings measures are both weighted at 5%.

The Minimum Productivity Rule (MPR) will again be used for informational purposes only in PY 2014. The definition for the MPR is being corrected to accurately reflect what is measured. The definition previously stated that the MPR requires all CTT programs to place a minimum of 51% of students (completers only) occupying contracted training slots every program year. The requirement should state that a minimum of 51% of all contracted slots must be placed, not just completed students.

Changes in the PY 2014 CTT Report Card are as follows:

1. **CTT Completion Rate:** For PY 2014, the goal for CTT Completion Attainment is increased from 75% to 80%. In addition, the weight for this measure is increased from 15% to 17.5%.
2. **CTT Industry-Recognized Credential Attainment Rate:** For PY 2014, the goal for CTT Industry-Recognized Credential Attainment is increased from 85% to 100%. In addition, the weight for this measure is decreased from 5% to 2.5%.
3. **CTT Completer Average Hourly Wage at Placement Rate:** For PY 2014, the goal for CTT Completer Average Hourly Wage is increased from \$9.85 per hour to \$10.30 per hour. Beginning in PY 2014, centers will have model-based goals for this measure.
4. **CTT Completer JTM Average Wage:** For PY 2014, the goal for CTT Completer JTM Average Wage is increased from \$10.40 to \$10.75. Beginning in PY 2014, centers will have model-based goals for this measure.
5. **CTT Completer 6-Month Follow-up Placement Rate:** For PY 2014, the weight for CTT Completer 6-Month Follow-up Placement is decreased from 15% to 12.5%.
6. **CTT Completer 6-Month Follow-up Average Weekly Earnings:** For PY 2014, the goal for CTT Completer 6-Month Follow-up Average Weekly Earnings is increased from \$425 to \$450. The weight for this measure is decreased from 10% to 5%. Beginning in PY 2014, centers will have model-based goals for this measure.
7. **CTT Completer 12-Month Follow-up Placement Rate:** For PY 2014, the goal for CTT Completer 12-Month Follow-up Placement is increased from 70% to 75%. In addition, the weight for this measure is increased from 5% to 12.5%.

8. **CTT Completer 12-Month Follow-up Average Weekly Earnings:** For PY 2014, the goal from CTT Completer 12-Month Average Weekly Earnings is increased from \$450 to \$475. Beginning in PY 2014, centers will have model-based goals for this measure.

See the following proposed PY 2014 Report Cards:

PY 2014 CENTER REPORT CARD					
Measure	Definition	Goals		Weights	
		PY 13	PY 14	PY 13	PY 14
Direct Center Services – 45%					
High School Diploma (HSD) or High School Equivalency (HSE) Attainment Rate*	<u>No. of Students who attain either an HSD or HSE</u> No. of Students without an HSD or HSE at entry	60%	60%	15%	15%
Career Technical Training Completion Rate	<u>No. of Students who complete a Career Technical Training program</u> No. of Separated Students	65%	70%	15%	17.5%
Combination High School Diploma (HSD) or High School Equivalency (HSE) and Career Technical Training (CTT) Attainment Rate*	No. of Students who complete a Career Technical Training program <u>and attain either an HSD or HSE</u> No. of Students without an HSD or HSE at entry	50%	50%	5%	5%
Average Literacy Gain*	Sum of Grade Level Equivalent gains attained on <u>the highest valid subsequent TABE reading test</u> No. of Students who score 552 or lower on the initial TABE reading test and Students who do not take a valid initial reading test during the first 21 calendar days on center	2.75 GLE	3.00 GLE	5%	2.5%
Average Numeracy Gain*	Sum of Grade Level Equivalent gains attained on <u>the highest valid subsequent TABE math test</u> No. of Students who score 551 or lower on the initial TABE math test and Students who do not take a valid initial math test during the first 21 calendar days on center	2.75 GLE	3.00 GLE	5%	2.5%
Career Technical Training Industry-Recognized Credential Attainment Rate	No. of Career Technical Training Students who attain an approved industry-recognized <u>credential or complete an NTC program</u> No. of Students Assigned to a Career Technical Training program	85%	100%	5%	2.5%
Short-Term Career Transition Services – 32.5%					
Career Technical Training Completer Job Training Match/Post-secondary Credit Placement Rate	No. of Career Technical Training program completers placed in a <u>training-related job, the military, or post-secondary education/training</u> No. of Career Technical Training program completers placed in a job, the military, or post-secondary education/training	75%	75%	5%	5%
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%	55%	2.5%	2.5%
Graduate Initial Placement Rate	No. of Graduates placed in a job, the military, or education/training or <u>who transfer to an 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%	90%	15%	17.5%
Graduate Average Hourly Wage at Placement*	<u>Sum of hourly wages of Graduates placed in a job or the military</u> No. of Graduates placed in a job or the military	\$9.70	\$10.20	5%	5%
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	70%	70%	2.5%	2.5%
Long-Term Career Transition Services – 22.5%					
Graduate 6-Month Follow-up Placement Rate	No. of Graduates who report they are in a job, the military, or <u>education/training on the 6-Month Follow-up Survey</u> No. of initially placed Graduates who complete the 6-Month Follow-up Survey	75%	75%	10%	7.5%
Graduate 6-Month Average Weekly Earnings*	Sum of weekly earnings of Graduates who report they are in a job or <u>the military 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	\$450	5%	3.75%
Graduate 12-Month Follow-up Placement Rate	No. of Graduates who report they are in a job, the military, or <u>education/training on the 12-Month Follow-up Survey</u> No. of initially placed Graduates who complete the 12-Month Follow-up Survey	70%	75%	2.5%	7.5%
Graduate 12-Month Average Weekly Earnings*	Sum of weekly earnings of Graduates who report they are in a job or <u>the military on the 12-Month Follow-up Survey</u> No. of Graduates who report they are in a job or the military on the 12-Month Follow-up Survey	\$450	\$475	2.5%	3.75%
*Model-based goal				100%	100%

PY 2014 OUTREACH AND ADMISSIONS (OA) REPORT CARD

Measure	Definition	Goals		Weights	
		PY 13	PY 14	PY 13	PY 14
Quantity/Production – 50%					
Female Arrival Rate	<u>No. of female arrivals</u> Total female contracted quota	100%	100%	25%	25%
Total Arrival Rate	<u>No. of total arrivals</u> Total contracted quota	100%	100%	20%	25%
Quality/Commitment – 50%					
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%	98%	25%	15%
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%	85%	25%	30%
Graduate Rate	<u>No. of Students who separate as Graduates</u> No. of Separated Students	70%	70%	2.5%	2.5%
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%	90%	2.5%	2.5%
				100%	100%

PY 2014 CAREER TRANSITION SERVICES (CTS) REPORT CARD

Measure	Definition	Goals		Weights	
		PY 13	PY 14	PY 13	PY 14
Short-Term Career Transition Services – 60%					
Career Technical Training Completer Job Training Match (JTM)/Post-secondary Credit (PSC) 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%	75%	10%	10%
Former Enrollee Initial 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%	55%	10%	5%
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%	90%	25%	30%
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	\$9.70	\$10.20	15%	10%
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	70%	70%	5%	5%
Long-Term Career Transition Services – 40%					
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%	75%	20%	12.5%
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	\$450	10%	7.5%
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%	75%	5%	12.5%
Graduate 12-Month Average Weekly Earnings*	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> No. of Graduates who report they are in a job or the military on the 12-Month Follow-up Survey	\$450	\$475	5%	7.5%
*Model-based goal				100%	100%

PY 2014 CAREER TECHNICAL TRAINING (CTT) REPORT CARD

Measure	Definition	Goals		Weights	
		PY 13	PY 14	PY 13	PY 14
CTT Program Completion Rate	<u>No. of Students who complete a Career Technical Training program</u> No. of Separated Students assigned to a Career Technical Training program	75%	80%	15%	17.5%
CTT Industry-Recognized Credential Attainment Rate	No. of Career Technical Training Students who attain an approved <u>industry-recognized credential or complete an NTC program</u> No. of Students Assigned to a Career Technical Training program	85%	100%	5%	2.5%
CTT Completer Placement Rate	No. of Career Technical Training completers placed in a job, the military, or education/training, or who transfer to an <u>Advanced Training program at another center</u> 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%	90%	20%	20%
CTT Completer Average Hourly Wage at Placement*	Sum of hourly wages of Career Technical Training completers <u>placed in a job or the military</u> No. of Career Training Completters placed in a job or the military	\$9.85	\$10.30	5%	5%
CTT Completer Full-Time Job Placement Rate	No. of Career Technical Training completers placed <u>in a full-time job or the military</u> No. of Career Technical Training completers placed in a job or the military	70%	70%	5%	5%
CTT Completer Job Training Match (JTM)/Post-secondary Credit (PSC) Placement Rate	No. of Career Technical Training completers placed in a training-related job, the <u>military, or post-secondary education/training</u> No. of Career Technical Training program completers placed in a job, the military, or post-secondary education/training	75%	75%	10%	10%
CTT Completer Job Training Match (JTM) Average Wage*	Sum of Hourly Wages of Career Technical Training completers <u>placed in a Training-Related Job or the Military</u> No. of Career Technical Training program completers placed in a training-related job or the military	\$10.40	\$10.75	5%	5%
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 <u>education/training on the 6-Month Follow-up Survey</u> No. of initially placed Career Technical Training completers who complete the 6-Month Follow-up Survey	75%	75%	15%	12.5%
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 <u>a job or the military on the 6-Month Follow-up Survey</u> No. of Career Technical Training completers who report they are in a job or the military on the 6-Month Follow-up Survey	\$425	\$450	10%	5%
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 <u>education/training on the 12-Month Follow-up Survey</u> No. of initially placed Career Technical Training completers who complete the 12-Month Follow-up Survey	70%	75%	5%	12.5%
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 <u>a job or the military on the 12-Month Follow-up Survey</u> No. of Career Technical Training completers who report they are in a job or the military on the 12-Month Follow-up Survey	\$450	\$475	5%	5%
*Model-based goal (center level)				100%	100%