

Attachment

**PROPOSED CHANGES
TO PRH APPENDIX 501 FOR PY 2015**

PROPOSED CHANGES TO PY 2015 PERFORMANCE MANAGEMENT SYSTEM

MAJOR PROPOSED CHANGES TO PY 2015 OMS REPORT CARDS:

- 1. Further Normalization of Performance System.** In Program Year (PY) 2014, the Outcome Measurement System (OMS) Workgroup began a normalization process to increase certain performance goals so as to achieve a more balanced performance distribution. For PY 2015, the OMS Workgroup continued those efforts by increasing a number of goals in the center as well as the Outreach and Admissions (OA), Career Transition Services (CTS), and Career Technical Training (CTT) report cards to reflect current performance and establish more aggressive targets, and adjust some weights to improve the validity of the system. Please see the four Report Cards at the end of this attachment for details.
- 2. Refinement of Industry-Recognized Credential.** For PY2015, the Industry-Recognized Credential (IRC) measure has been changed. IRC attainments will now be categorized as either primary or secondary. Primary credentials are defined as those attainments that represent essential knowledge and skill levels of a particular job, and are considered to be critical for qualification and placement into permanent employment with a sustainable wage. Secondary credentials, while important, represent attainments that are supportive in nature rather than critically essential to an occupation. During PY 2015, greater emphasis will be placed on the attainment of primary credentials across all trade offerings to make students more marketable and employable. The PY 2015 Center Report Card will now include the Primary IRC (Primary or National Training Contractor (NTC) completion) only, with a revised goal of 65 percent and an increase weight of 10 percent, as compared to a weight of 2.5 percent in PY 2014. The PY 2015 CTT Report Card will include two separate measures for the IRC. IRC includes the primary IRC attainment or NTC completion, with a revised goal of 65 percent and an increased weight of 7.5 percent, as compared to a weight of 2.5 percent in PY 2014. IRC II is defined as secondary IRC attainment or 2nd primary IRC attainment, with a goal of 80 percent and a weight of 2.5 percent.
- 3. New Performance Improvement System.** Beginning July 1, 2015, Job Corps will implement a new Performance Improvement Plan (PIP) System as a major performance accountability and management tool to enhance all centers' ability to produce outcomes at or above the expected

levels of performance established by the program. The new PIP system replaces all PIP systems on Job Corps centers currently administered by the Department of Labor. It is nationally administered, implemented annually, and directed at center-level accountability, whether operated by private contractors or the U.S. Department of Agriculture, Forest Service (USDA FS). Details about this new PIP System can be found in Appendix 501e.

PROPOSED CHANGES TO THE CENTER REPORT CARD:

For PY 2015, the major change to the Center Report Card is the revision IRC measure that emphasizes completion of a primary credential or NTC completion. The detailed changes in the PY 2015 Center Report Card are as follows:

1. **High School Diploma/High School Equivalency (HSD/HSE) Attainment Rate:** For PY 2015, the goal for HSD/HSE Attainment is increased from 60 percent to 65 percent.
2. **CTT Completion Rate:** For PY 2015, the goal for CTT Completion remains the same at 70 percent. The weight for this measure, however, is decreased from 17.5 percent to 10 percent.
3. **HSD/HSE-CTT Combo:** For PY2015, the goal for HSD/HSD-CTT combo is increased from 50 percent to 55 percent.
4. **CTT Industry-Recognized Credential Attainment Rate:** For PY 2015, this measure is changed into IRC Primary or NTC Completion. Its goal is decreased from 100 percent to 65 percent. Its weight is increased from 2.5 percent to 10 percent.
5. **Former Enrollee Initial Placement Rate:** For PY 2015, the goal for Former Enrollee Initial Placement is increased from 55 percent to 60 percent.
6. **Graduate Average Hourly Wage at Placement Rate:** For PY 2015, the goal for Graduate Average Hourly Wage at Placement is increased from \$10.20 per hour to \$10.50 per hour. Centers and regions have model-based goals for this measure.
7. **Graduate Full-time Placement Rate:** For PY 2015, the goal for Graduate Full-time Placement Rate is increased from 70 percent to 75 percent.
8. **6-Month Follow-up Placement Rate:** For PY 2015, the goal for 6-Month Follow-up Placement Rate is increased from 75 percent to 80 percent.
9. **6-Month Average Weekly Earnings:** For PY 2015, the goal for 6-Month Average Weekly Earnings is increased from \$450 to \$470. Centers and regions have model-based goals for this measure.
10. **12-Month Follow-up Placement Rate:** For PY 2015, the goal for 12-Month Follow-up Placement is increased from 75 percent to 80 percent.
11. **12-Month Average Weekly Earnings:** For PY 2015, the goal for 12-Month Average Weekly Earnings is increased from \$475 to \$490. Centers and regions have model-based goals for this measure.

PROPOSED CHANGES TO THE OUTREACH AND ADMISSIONS REPORT CARD:

In PY 2015, moderate changes were made to the OA Report Card, most of which focus on weight adjustments to emphasize retention and motivate OA providers to focus on quality of applicants instead of quantity. The detailed changes in the PY 2015 OA Report Card are as follows:

1. **Female Arrival Rate:** For PY2015, the weight for Female Arrival is increased from 25 percent to 27.5 percent.
2. **Total Arrival Rate:** For PY 2015, the weight for Total Arrivals is increased from 25 percent to 27.5 percent.
3. **Level 1 Zero Tolerance (ZT) Non-Separation Rate:** For PY 2015, the weight for Level 1 ZT Non-Separation Rate is decreased from 15 percent to 5 percent.
4. **90-Day Commitment Rate:** For PY 2015, the weight for 90 Day Commitment Rate is increased from 30 percent to 35 percent
5. **Graduate Rate:** For PY2015, the goal for the Graduate Rate is increased from 70 percent to 75 percent.

PROPOSED CHANGES TO THE CAREER TRANSITION SERVICES REPORT CARD:

There are nine performance measures included in the PY 2015 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 CTT Report Card. Similar to the PY 2015 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 percent and the earnings measures are both weighted at 7.5 percent. The detailed changes in the PY 2015 CTS Report Card are as follows:

1. **Former Enrollee Placement Rate:** In PY 2015, the goal for Former Enrollee Placement is increased from 55 percent to 60 percent.
2. **Graduate Initial Wage:** For PY 2015, the goal for Graduate Initial Wage is increased from \$10.20 to \$10.50. CTS agencies and regions have model-based goals for this measure.
3. **Graduate Full-time Placement Rate:** For PY 2015, the goal for Graduate Full-time Placement Rate is increased from 70 percent to 75 percent.

4. **Graduate 6-Month Placement Rate:** In PY 2015, the goal for the Graduate 6-Month Placement Rate is increased from 75 percent to 80 percent.
5. **Graduate 6-Month Average Weekly Earnings:** In PY 2015, the goal for Graduate 6-Month Average Weekly Earnings is increased from \$450 to \$470. CTS agencies and regions have model-based goals for this measure.
6. **Graduate 12-Month Placement Rate:** In PY 2015, the goal for Graduate 12-Month Placement is increased from 75 percent to 80 percent.
7. **Graduate 12-Month Average Weekly Earnings:** In PY 2015, the goal for Graduate 12-Month Average Weekly Earnings is increased from \$ \$475 to \$490. CTS agencies and regions have model-based goals for this measure.

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

For the CTT report card, PY 2015 center-level model-based goals for wage and earnings will continue to be applied for all trades at each center.

For PY 2015, both the OMS Center and CTT Report Cards are revised to include a more refined definition of IRCs. IRC attainments will be categorized as primary and secondary. Primary credentials define attainments that represent essential knowledge and skill levels of a particular job and are considered to be critical for qualification and placement into permanent employment with a sustainable wage. Secondary credentials, while important, represent attainments that are supportive in nature rather than critically essential to an occupation. The PY 2015 CTT Report Card will include two separate measures for the IRC. IRC I includes the primary IRC attainment or NTC completion. IRC II is defined as secondary IRC attainment or 2nd primary IRC attainment. Through this design, the CTT Report Card will capture all the IRCs that Job Corps students attain during enrollments.

In PY 2015, the Minimum Productivity Rule will be retained as an information-only measure but will be entirely redesigned for PY 2016.

The detailed changes in the PY 2015 CTT Report Card are as follows:

1. **CTT Completion Rate:** For PY 2014, the weight for CTT Completion Attainment is decreased from 17.5 percent to 10 percent.
2. **CTT Industry-Recognized Credential Attainment Rate I:** For PY 2015, the goal for CTT IRC Attainment I is decreased from 100% to 65%. In addition, the weight for this measure is increased from 2.5 percent to 7.5 percent.
3. **CTT Industry-Recognized Credential Attainment Rate II:** For PY 2015, the goal for IRC Attainment Rate II is set at 80 percent. In addition the weight for this measure is set at 2.5 percent.
4. **CTT Completer Placement:** For PY2015, the goal for CTT Completer Placement is increased from 90 percent to 92 percent.

5. **CTT Completer Average Hourly Wage at Placement Rate:** For PY 2015, the goal for CTT Completer Average Hourly Wage is increased to \$10.30 per hour to \$10.60 per hour. Beginning in PY 2014, centers have center-level model-based goals for this measure, applied to each CTT program.
6. **CTT Completer Full-time Job Placement Rate:** For PY 2015, the goal for CTT Completer Full-time Job Placement is increased from 70 percent to 75 percent.
7. **CTT Completer Job Training Match (JTM) Average Wage:** For PY 2015, the goal for CTT Completer JTM Average Wage is increased from \$10.75 to \$11.00. For this measure, centers have center-level model-based goals for each CTT program.
8. **CTT Completer 6-Month Follow-up Placement Rate:** For PY 2015, the goal for CTT Completer 6-Month Follow-up Placement is increased from 75 percent to 80 percent.
9. **CTT Completer 6-Month Follow-up Average Weekly Earnings:** For PY 2015, the goal for CTT Completer 6-Month Follow-up Average Weekly Earnings is increased from \$450 to \$475. For this measure, centers have center-level model-based goals for each CTT program.
10. **CTT Completer 12-Month Follow-up Placement Rate:** For PY 2015, the goal for CTT Completer 12-Month Follow-up Placement is increased from 75 percent to 80 percent.
11. **CTT Completer 12-Month Follow-up Average Weekly Earnings:** For PY 2015, the goal from CTT Completer 12-Month Average Weekly Earnings is increased from \$475 to \$495. For this measure, centers have center-level model-based goals for each CTT program.

See the following proposed PY 2015 Report Cards:

PY 2015 CENTER REPORT CARD					
Measure	Definition	Goals		Weights	
		PY 14	PY 15	PY 14	PY 15
Direct Center Services – 45%					
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%	65%	15%	15%
Career Technical Training (CTT) Completion Rate	$\frac{\text{No. of Students who complete a CTT program}}{\text{No. of Separated Students}}$	70%	70%	17.5%	10%
Combination HSD or HSE and CTT Attainment Rate*	$\frac{\text{No. of Students who complete a CTT program and attain either an HSD or HSE}}{\text{No. of Students without an HSD or HSE at entry}}$	50%	55%	5%	5%
Average Literacy Gain*	$\frac{\text{Sum of Grade Level Equivalent gains attained on the highest valid subsequent TABE reading test}}{\text{No. of Students who score 552 or lower on the initial TABE reading test and Students who do not take a valid initial reading test during the first 21 calendar days on center}}$	3.00 GLE	3.00 GLE	2.5%	2.5%
Average Numeracy Gain*	$\frac{\text{Sum of Grade Level Equivalent gains attained on the highest valid subsequent TABE math test}}{\text{No. of Students who score 551 or lower on the initial TABE math test and Students who do not take a valid initial math test during the first 21 calendar days on center}}$	3.00 GLE	3.00 GLE	2.5%	2.5%
CTT Industry-Recognized Credential Attainment Rate	$\frac{\text{No. of CTT Students who attain an approved industry-recognized Primary credential or complete an NTC program}}{\text{No. of Students Assigned to a Career Technical Training program}}$	100%	65%	2.5%	10%
Short-Term Career Transition Services – 32.5%					
Career Technical Training Completer Job Training Match/Post-secondary Credit Placement Rate	$\frac{\text{No. of CTT program completers placed in a training-related job, the military, or post-secondary education/training}}{\text{No. of CTT program completers placed in a job, the military, or post-secondary education/training}}$	75%	75%	5%	5%
Former Enrollee Initial Placement Rate	$\frac{\text{No. of Former Enrollees placed in a job, the military, or education/training}}{\text{No. of Former Enrollees whose placement records are due or received}}$	55%	60%	2.5%	2.5%
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%	90%	17.5 %	17.5%
Graduate Average Hourly Wage at Placement*	$\frac{\text{Sum of hourly wages of Graduates placed in a job or the military}}{\text{No. of Graduates placed in a job or the military}}$	\$10.20	\$10.50	5%	5%
Graduate Full-Time Job Placement Rate	$\frac{\text{No. of Graduates placed in a full-time job or the military}}{\text{No. of Graduates placed in a job or the military}}$	70%	75%	2.5%	2.5%
Long-Term Career Transition Services – 22.5%					
Graduate 6-Month Follow-up Placement Rate	$\frac{\text{No. of Graduates who report they are in a job, the military, or education/training on the 6-Month Follow-up Survey}}{\text{No. of initially placed Graduates who complete the 6-Month Follow-up Survey}}$	75%	80%	7.5%	7.5%
Graduate 6-Month Average Weekly Earnings*	$\frac{\text{Sum of weekly earnings of Graduates who report they are in a job or the military on the 6-Month Follow-up Survey}}{\text{No. of Graduates who report they are in a job or the military on the 6-Month Follow-up Survey}}$	\$450	\$470	3.75 %	3.75%
Graduate 12-Month Follow-up Placement Rate	$\frac{\text{No. of Graduates who report they are in a job, the military, or education/training on the 12-Month Follow-up Survey}}{\text{No. of initially placed Graduates who complete the 12-Month Follow-up Survey}}$	75%	80%	7.5%	7.5%
Graduate 12-Month Average Weekly Earnings*	$\frac{\text{Sum of weekly earnings of Graduates who report they are in a job or the military on the 12-Month Follow-up Survey}}{\text{No. of Graduates who report they are in a job or the military on the 12-Month Follow-up Survey}}$	\$475	\$490	3.75 %	3.75%
*Model-based goal				100%	100%

PY 2015 OUTREACH AND ADMISSIONS (OA) REPORT CARD					
Measure	Definition	Goals		Weights	
		PY 14	PY 15	PY 14	PY 15
Quantity/Production – 50%					
Female Arrival Rate	$\frac{\text{No. of female arrivals}}{\text{Total female contracted quota}}$	100%	100%	25%	27.5%
Total Arrival Rate	$\frac{\text{No. of total arrivals}}{\text{Total contracted quota}}$	100%	100%	25%	27.5%
Quality/Commitment – 50%					
Arrivals With Level 1 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 code 5.2A within the first 45 calendar days All Student arrivals with the opportunity to stay in the program for at least 45 calendar days	98%	98%	15%	5%
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%	30%	35%
Graduate Rate	$\frac{\text{No. of Students who separate as Graduates}}{\text{No. of Separated Students}}$	70%	75%	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 2015 CAREER TRANSITION SERVICES (CTS) REPORT CARD					
Measure	Definition	Goals		Weights	
		PY 14	PY 15	PY 14	PY 15
Short-Term Career Transition Services – 60%					
CTT Completer Job Training Match (JTM)/Post-secondary Credit (PSC) Placement Rate	No. of CTT 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, <u>the military, or education/training</u> No. of Former Enrollees whose placement records are due or received	55%	60%	5%	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%	30%	30%
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	\$10.20	\$10.50	10%	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%	75%	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%	80%	12.5%	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	\$450	\$470	7.5%	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	75%	80%	12.5%	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	\$475	\$490	7.5%	7.5%
*Model-based goal				100%	100%

PY 2015 CAREER TECHNICAL TRAINING (CTT) REPORT CARD

Measure	Definition	Goals		Weights	
		PY 14	PY 15	PY 14	PY 15
CTT Program Completion Rate	<u>No. of Students who complete a CTT program</u> No. of Separated Students assigned to a Career Technical Training program	80%	80%	17.5%	10%
CTT Industry-Recognized Credential I Attainment Rate	No. of Career Technical Training Students who attain an approved <u>primary industry-recognized credential or complete an NTC program</u> No. of Students Assigned to a Career Technical Training program	100%	65%	2.5%	7.5%
CTT Industry-Recognized Credential II Attainment Rate	No. of CTT Students who attain an approved <u>secondary or second primary industry-recognized credential</u> No. of Students Assigned to a Career Technical Training program		80%		2.5%
CTT Completer Placement Rate	No. of CTT 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 CTT completers whose placement records are due or received or who transfer to an Advanced Training program at another center	90%	92%	20%	20%
CTT Completer Average Hourly Wage at Placement*	Sum of hourly wages of CTT completers <u>placed in a job or the military</u> No. of Career Training Completters placed in a job or the military	\$10.30	\$10.60	5%	5%
CTT Completer Full-Time Job Placement Rate	No. of CTT 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%	75%	5%	5%
CTT Completer Job Training Match (JTM)/Post-secondary Credit (PSC) Placement Rate	No. of CTT completers placed in a training-related job, the <u>military, or post-secondary education/training</u> No. of CTT 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 CTT 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	\$10.75	\$11.00	5%	5%
CTT Completer 6-Month Follow-up Placement Rate	No. of initially placed CTT 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 CTT completers who complete the 6-Month Follow-up Survey	75%	80%	12.5%	12.5%
CTT Completer 6-Month Follow-up Average Weekly Earnings*	Sum of weekly earnings of initially placed CTT completers who report they are in <u>a job or the military on the 6-Month Follow-up Survey</u> No. of CTT completers who report they are in a job or the military on the 6-Month Follow-up Survey	\$450	\$475	5%	5%
CTT Completer 12-Month Follow-up Placement Rate	No. of initially placed CTT 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 CTT completers who complete the 12-Month Follow-up Survey	75%	80%	12.5%	12.5%
CTT Completer 12-Month Follow-up Average Weekly Earnings*	Sum of weekly earnings of initially placed CTT completers who report they are in <u>a job or the military on the 12-Month Follow-up Survey</u> No. of CTT completers who report they are in a job or the military on the 12-Month Follow-up Survey	\$475	\$495	5%	5%
*Model-based goal (center level)				100%	100%