




JUL 20 2018

DIRECTIVE:	JOB CORPS ePRH CHANGE NOTICE NO. 18-01
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TO: ALL JOB CORPS NATIONAL OFFICE STAFF  
ALL JOB CORPS REGIONAL DIRECTORS  
ALL JOB CORPS CENTER DIRECTORS  
ALL JOB CORPS CENTER OPERATORS  
ALL NATIONAL TRAINING AND SUPPORT CONTRACTORS  
ALL OUTREACH, ADMISSIONS, AND CTS CONTRACTORS  
ALL CENTER USERS

FROM: LENITA JACOBS-SIMMONS   
National Director  
Office of Job Corps

SUBJECT: Update/Revision to the Electronic Policy and Requirements Handbook  
Appendix 501: Program Year 2018 Performance Management System

1. Purpose. To transmit Program Year (PY) 2018 Electronic Policy and Requirements Handbook (ePRH) Appendix 501 suite: Introduction and 501a through e. These appendices contain policies governing Job Corps' Performance Management System for Center Operators, Outreach and Admissions (OA) contractors, Career Transition Services (CTS) providers, Career Technical Training (CTT) programs, and the Performance Improvement Plan (PIP) system. These policies include all PY 2018 performance goals, both national and model-based.

2. Background. Job Corps' Performance Management System, as outlined in the ePRH Appendix 501, assesses program effectiveness across the services and programs. Reporting requirements stipulated in the Workforce Innovation and Opportunity Act (WIOA) govern the system, which provides feedback on performance and outcomes, and encourages continuous improvement in areas identified as program priorities. Additionally, the Performance Management System is an instrument to meet Federal and legislative accountability requirements, assess centers' and agencies' accomplishments, and serve students more effectively.

Job Corps undertook a major reform initiative of its Performance Management System for PY 2018 to further align with WIOA reporting requirements and strengthen focus on driving students' long-term career success and upward economic mobility. The goals of the reform were:

- to further align with and support reporting requirements of the primary WIOA measures;
- to simplify the system so it is easier for stakeholders to understand;
- to prioritize post-center outcomes that are central to Job Corps' mission;
- to improve internal consistency of the Outcome Measurement System (OMS) so overall high performers perform relatively high on key individual measures; and,

- to continue to meet program management needs to oversee the program effectively.

To meet these goals, Job Corps developed a Performance Management System with fewer measures that more closely align with the primary measures reported under WIOA. Additionally, measures that support Job Corps' mission of placing students in meaningful jobs or further education received more emphasis.

In summary, the changes to the four report cards include:

- Streamlining the system by reducing the number of measures across all report cards;
- Inclusion of "composite"<sup>1</sup> measures in the center and CTS Report Cards that combine the weighted performance of multiple indicators against their respective goals. Such measures allow for crediting of multiple credential/skill attainments by one student that are associated with higher education and career success;
- Changes in the definitions of certain measures/indicators included in previous report cards to more closely parallel WIOA definitions and focus;
- Adjustments to performance goals of certain measures/indicators to ensure goals are set at reasonable but ambitious levels;
- Shifts in weights to place more emphasis on placements and Quarter 2 and Quarter 4 placement measures (versus direct center services measures) to support Job Corps' core mission of establishing students' long-term connection to the labor force or entering higher education as well as WIOA's emphasis on longer-term placement. This shift will continue into PY 2019. The higher weight on placement also leads to a more internally consistent system where high-performing centers also perform well on these key measures.
- Removal of the Graduate Average Earnings in Quarter 4 measure from the center, CTS and CTT Report Cards.
- Revision of the Job-Training-Match (JTM) definition to exclude post-secondary education/training placements as a JTM.

In addition to the OMS reform initiative, changes related to WIOA reporting and revisions to program policy will be implemented in PY 2018 and affect the PY 2018 OMS. The implementation of WIOA requires Job Corps to collect and report on the program performance and accountability measures outlined in the legislation. In PY 2016, Job Corps implemented revised post-separation surveys to assist with reporting WIOA program outcomes using a program-specific definition of the time period constituting the second quarter after exit and the fourth quarter after exit. Under this definition, Quarter 2 is the second 3-month period and Quarter 4 the fourth 3-month period immediately following the student's exit date. These Quarter 2 and Quarter 4 definitions, based on individual students' exit dates, were in all surveys completed during PYS 2016 and 2017.

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<sup>1</sup> A composite measure is one that calculated based upon the weighted performance on two or more *indicators* against their goals that produces a performance rating. The term "indicator" distinguishes between the main measures and a metric that is used, in combination with other metrics, to calculate a composite measure.

Beginning in PY 2018, Job Corps adopted the definition used by other Department of Labor programs to define Quarter 2 as the second calendar quarter after the exit quarter, and Quarter 4 as the fourth calendar quarter after the exit quarter.

For example, if the participant's exit date were between January 1<sup>st</sup> and March 31<sup>st</sup>, the second quarter after exit would be July 1<sup>st</sup> through September 30<sup>th</sup>. As described in Job Corps Data Center (JCDC) Notice 17-207, Job Corps affected a gradual transition to the new Quarter 2 and Quarter 4 timeframes over the last 2 months of PY 2017. All surveys conducted beginning July 1, 2018, will use the new definitions of Quarter 2 and Quarter 4.

National targets will not be set for the WIOA measures until sufficient annual data is collected and any inconsistencies in the data collection are resolved. Until the new WIOA performance system has been fully implemented, stabilized, and targets are set, Job Corps will continue to use OMS reports for decision making in the areas of contract and option-year awards, past effectiveness scores, incentive fees, performance assessments, and PIP placement and graduation evaluations.

3. Explanation of Changes in PRH Appendix 501. For PY 2018, Job Corps made substantial changes to its OMS Report Cards and related policies to meet the goals of the performance management system reform initiative.

A. OMS Measures, Goals and Weights

OMS performance measures, goals and weights across the report cards change. Specifically, the direct center services measures on the Center Report Card were combined into two composite measures – one that records academic and training credential attainments and the other skill gains measured through TABE GLE gains. Weights on the Direct Center Services measures of the Center Report Card went down from 45 percent to 35 percent. It is anticipated that it will further decline to 20 percent in PY 2019. On both the center and CTS Report Cards, there are three measures of CTS placement outcomes:

- a revised CTS Placement measure that combines the outcomes of graduates and former enrollees;
- a placement Average Wage measure;
- a new composite measure of Placement Quality that is based on JTM placements (and removes from the pools post-secondary placements);
- a Full-Time Quality Placement (calculated for jobs and higher education/training placements that are full-time).

Similarly, on the CTT Report Card, the JTM measure excludes post-secondary placements, and the Full-Time Quality Placement measure replaces Full-Time Job Placement. The Graduate Average Earnings at Quarter 4 measure is gone from the center, CTS and CTT Report Cards. The Quarter 2 placement and earnings, and Quarter 4 placement measures remain in all three report cards, with higher weights than in previous years. The plan is to continue this trend in PY 2019. Note, while the CTT Report Card aligns with the definitions, goals and weighting structure of the center and CTS Report Cards, it does not include composite measures for PY

2018. Further changes to the CTT Report Card in PY 2019 to parallel the center and CTS Report Cards are likely forthcoming.

For PY 2018, Job Corps made minor changes to the OA Report Card. The Graduate Initial Placement measure was removed in recognition of the factors beyond the OA provider's control that affect a successful placement. Job Corps made changes to the weighting scheme of the report card; the overall weight of the Quantity/Production measures has increased from 55 percent to 60 percent, increasing the Female Arrival Rate weight from 10 percent to 30 percent and decreasing the Total Arrival Rate weight from 45 percent to 30 percent. This weight shift should encourage the recruitment of eligible candidates to increase On-board Strength, while increasing emphasis on the recruitment of eligible females.

The list below specifies the measures/indicators for PY 2018, along with their goals and weights by report card.

*Center Report Card:*

1. **Credential Attainment Rating:** This composite measure is calculated based on the sum of the weighted performance relative to goals on the following three indicators: High School Diploma (HSD)/High School Equivalency (HSE) Attainment Rate, CTT Completion Rate, and Primary Industry Recognized Credential (IRC) Attainment Rate. This measure has a goal of 100 percent and weight of 30 percent.
  - a) The **HSD/HSE Attainment Rate** indicator has a national goal of 65 percent and a relative weight of 40 percent. For PY 2018, centers and regions have model-based goals for this indicator.
  - b) The **CTT Completion Rate** indicator has a goal of 70 percent and a relative weight of 30 percent.
  - c) The **Primary IRC Attainment Rate** indicator has a goal of 90 percent and a relative weight of 30 percent.
  
2. **Measurable Skills Gains Rating:** This composite measure is based upon the sum of the weighted performance relative to goals on the following two indicators: Average Literacy Gains and Average Numeracy Gains. This measure has a goal of 100 percent and weight of 5 percent.
  - a) The **Average Literacy Gains** indicator has a national goal of 3.00 Grade Level Equivalent (GLE), and a relative weight of 50 percent. For PY 2018, centers and regions have model-based goals for this indicator.
  - b) The **Average Numeracy Gains** indicator has a national goal of 3.00 GLE and a relative weight of 50 percent. For PY 2018, centers providers and regions have model-based goals for this indicator.
  
3. **Placement Rate:** This measure captures the combined placement outcomes of graduates and former enrollees. It has a goal of 83 percent, and weight of 10 percent.

4. **Placement Quality Rating:** This composite measure is calculated based upon the sum of the weighted performance relative to goals on the following two indicators: JTM Rate and Full-Time Quality Placement Rate. This measure has a goal of 100 percent and weight of 12.5 percent.
  - a) The definition of the JTM Rate indicator differs from prior years in that it excludes post-secondary education/training placements as a JTM. This indicator has a goal of 65 percent, and a relative weight of 35 percent.
  - b) The new indicator of Full-Time Quality Placement Rate credits those placements entered by graduates and former enrollees that are apprenticeship programs, full-time jobs, the military, full-time college, full-time job/college or full-time post-secondary training programs. Job Corps considers these as quality placements that are more likely to lead to long-term attachment to the workforce and to achieving positive Quarter 2 and Quarter 4 placement outcomes. This indicator has a goal of 75 percent, and a relative weight of 65 percent.
  
5. **Placement Average Wage:** The definition of the Graduate and Former Enrollee Average Hourly Wage at Placement indicator differs from prior years in that it reports the combined average hourly wage of both graduates and former enrollees. This indicator has a national goal of \$12, and a weight of 7.5 percent. For PY 2018, centers and regions have model-based goals for this indicator.
  
6. **Graduate and Former Enrollee Placement in Quarter 2 After Exit Quarter:** For PY 2018, the national goal remains at 80 percent, and the weight has increased from 7.5 percent to 13.75 percent. In PY 2019, it is anticipated that this weight will further increase to 20 percent.
  
7. **Graduate and Former Enrollee Placement in Quarter 4 After Exit Quarter:** For PY 2018, the national goal remains at 80 percent, and the weight has increased from 7.5 percent to 13.75 percent. In PY 2019, it is anticipated that this weight will further increase to 20 percent.
  
8. **Graduate and Former Enrollee Average Earnings in Quarter 2 After Exit Quarter:** For PY 2018, the national goal increased from \$5,200 to \$5,500 and the weight increased from 3.75 percent to 7.5 percent. For PY 2018, centers and regions continue to have model-based goals for this measure. In PY 2019, it is anticipated that this weight will further increase to 10 percent.

*CTS Report Card:*

1. **Placement Rate:** This measure captures the combined placement outcomes of graduates and former enrollees, and has a goal of 83 percent, and weight of 20 percent.
  
2. **Placement Quality Rating:** This composite measure is calculated based upon the sum of the weighted performance relative to goals on the following two

indicators: JTM Rate and Full-Time Quality Placement Rate. This measure has a goal of 100 percent and weight of 20 percent.

- a) The definition of the JTM Rate indicator differs from prior years in that it excludes post-secondary education/training placements as a JTM. This indicator has a goal of 65 percent, and a relative weight of 35 percent.
- b) The new indicator of Full-Time Quality Placement Rate credits those placements entered by graduates and former enrollees that are full-time apprenticeship programs, full-time jobs, the military, full-time college, full-time job/college or full-time post-secondary training programs. Job Corps considers these as quality placements that are more likely to lead to long-term attachment to the workforce and to achieving positive Quarter 2 and Quarter 4 placement outcomes. This indicator has a goal of 75 percent, and a relative weight of 65 percent.

3. **Placement Average Wage:** The definition of the Graduate and Former Enrollee Average Hourly Wage at Placement indicator differs from prior years in that it reports the combined average hourly wage of both graduates and former enrollees. This indicator has a national goal of \$12, and a weight of 10 percent. For PY 2018, centers and regions have model-based goals for this indicator.
4. **Graduate and Former Enrollee Placement in Quarter 2 After Exit Quarter:** For PY 2018, the national goal remains at 80 percent, and the weight has increased from 12.5 percent to 20 percent.
5. **Graduate and Former Enrollee Placement in Quarter 4 After Exit Quarter:** For PY 2018, the national goal remains at 80 percent, and the weight has increased from 12.5 percent to 20 percent.

**Graduate and Former Enrollee Average Earnings in Quarter 2 After Exit Quarter:** For PY 2018, the national goal increased from \$5,200 to \$5,500 and the weight increased from 7.5 percent to 10 percent. For PY 2018, centers and regions continue to have model-based goals for this measure.

*CTT Report Card:*

1. **CTT Program Completion Rate:** This measure continues to have a goal of 80 percent and weight of 10 percent.
2. **CTT IRC I Attainment Rate:** This measure continues to have a goal of 90 percent and weight of 7.5 percent.
3. **CTT IRC II Attainment Rate:** This measure continues to have a goal of 90 percent and weight of 2.5 percent.
4. **CTT Completer Placement Rate:** For PY 2018, this measure continues to have a goal of 92 percent, and the weight is down from 12.5 percent to 10 percent.

5. **CTT Completer Average Hourly Wage at Placement:** For PY 2018, the goal is up from \$11.90 to \$12.25 and the weight remains at 5 percent.
6. **CTT Completer Full-Time Quality Placement Rate:** This new measure credits those placements entered by CTT completers that are full-time apprenticeship programs, full-time jobs, the military, full-time college, full-time job/college or full-time post-secondary training programs. This measure has a goal of 75 percent, and a weight of 10 percent.
7. **CTT Completer JTM Placement Rate:** The definition of the JTM Rate measure differs from prior years in that it excludes post-secondary education/training placements as a JTM. This measure has a goal of 65 percent, and a weight of 10 percent.
8. **CTT Completer JTM Average Hourly Wage:** For PY 2018, the goal is increased from \$12.30 to \$12.85 and the weight remains at 5 percent.
9. **CTT Completer Placement Rate in Quarter 2 After Exit Quarter:** For PY 2018, the national goal remains at 83 percent, and the weight increased from 12.5 percent to 15 percent.
10. **CTT Completer Placement Rate in Quarter 4 After Exit Quarter:** For PY 2018, the national goal remains at 83 percent, and the weight increased from 12.5 percent to 15 percent.
11. **CTT Completer Average Earnings in Quarter 2 After Exit Quarter:** For PY 2018, the national goal increased from \$5,500 to \$5,700 and the weight increased from 5 percent to 10 percent. For PY 2018, centers and regions continue to have model-based goals for this measure.

*OA Report Card:*

1. **Female Arrival Rate:** For PY 2018, the national goal remains at 100% and the weight is up from 10 percent to 30 percent.
2. **Total Arrival Rate:** For PY 2018, the national goal remains at 100 percent and the weight is down from 45 percent to 30 percent.
3. **Non-Level 1 Zero Tolerance (ZT) Separation Rate:** For PY 2018, the national goal remains at 98 percent and the weight at 5 percent.
4. **Arrivals with 90-Day Commitment Rate:** For PY 2018, the national goal remains at 85 percent and the weight is down from 35 percent to 30 percent.
5. **Graduate Rate:** For PY 2018, the national goal remains at 65 percent and the

weight is increased from 2.5 percent to 5 percent.

Below find the PY 2018 center, CTS, CTT, and OA OMS Report Card measures, definitions, goals, and weights. New measures/indicators and changes in goals and weights for PY 2018 compared to PY 2017, are represented in red font.

PY 2018 CENTER OMS REPORT CARD			
Measure	Definition	Goal	Weight
<b>DIRECT CENTER SERVICES (35%)</b>			
Credential Attainment Rating	Rating based on weighted performance on three indicators relative to goals: (1) HSD/HSE attainment rate*, (2) CTT completion rate, and (3) Primary IRC attainment rate	100%	30%
Measurable Skill Gains Rating*	Rating based on average performance of two indicators relative to goals: Average Literacy Gains and Average Numeracy Gains	100%	5%
<b>CTS PLACEMENT OUTCOMES (30%)</b>			
Placement Rate	No. of graduates and former enrollees placed in a job, the military, an education/training program, a job/college combination, or who transferred to an approved Advanced Training program at another center No. of graduates and former enrollees whose placement records are due or received or who transferred to an approved Advanced Training program at another center	83%	10%
Placement Average Wage	Sum of hourly wages of graduates and former enrollees placed in a job or the military No. of graduates and former enrollees placed in a job or the military	\$12.00	7.5%
Placement Quality Rating	Rating based on weighted performance on two indicators relative to goals: (1) job-training match rate and (2) quality placement rate (percentage of all initially placed graduates and former enrollees in apprenticeship programs, full-time jobs, the military, full-time college, full-time college/job combination, or full-time post-secondary training)	100%	12.5%
<b>Q2/Q4 PLACEMENT OUTCOMES (35%)</b>			



Graduate and Former Enrollee Placement Rate in Quarter 2 After Exit Quarter	No. of graduates and former enrollees who report on the Quarter 2 survey they are in a job, the military, an education/training program, or a job/college combination No. of graduates and former enrollees who complete the Quarter 2 survey	80%	13.75%
Graduate and Former Enrollee Placement Rate in Q4 After Exit Quarter	No. of graduates and former enrollees who report on the Quarter 4 survey they are in a job, the military, an education/training program, or a job/college combination No. of graduates and former enrollees who complete the Quarter 4 survey	80%	13.75%
Graduate and Former Enrollee Average Earnings in Quarter 2 After Exit Quarter*	Sum of earnings of graduates and former enrollees who report they are in a job or the military on the Quarter 2 survey No. of graduates and former enrollees who complete the Quarter 2 survey and report they are in a job or the military	\$5,500	7.5%
*Model-Based Goal			100%

**PY 2018 SUPPLEMENTAL CENTER REPORT CARD**

Indicator	Definition	Goal	Weight
<b>CREDENTIAL ATTAINMENT RATING</b>			
HSD/HSE Attainment Rate*	No. of students who attain either an HSD or HSE No. of separated students without an HSD or HSE at entry	65%	40%
Career Technical Training (CTT) Completion Rate	No. of students who complete a CTT program No. of separated students	70%	30%
CTT Primary IRC Attainment Rate	No. of CTT students who attain an approved Primary industry-recognized credential or complete an NTC program No. of separated students assigned to a CTT program	90%	30%
*Model-based Goal			100%

**MEASURABLE SKILLS GAINS RATING**

Average Literacy Gains*	Sum of Grade Level Equivalent gains attained on the highest valid subsequent TABE reading test 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	50%
Average Numeracy Gains*	Sum of Grade Level Equivalent gains attained on the highest valid subsequent TABE math test 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	50%
*Model-based Goal			100%

**PLACEMENT QUALITY RATING**

Career Technical Training (CTT) Completer Job Training Match (JTM) Rate	No. of CTT completers placed in a training-related job or the military No. CTT completers placed in a job or the military	65%	35%
Full-Time Quality Placement Rate	No. of graduates and former enrollees placed in an apprenticeship program, a full-time job, the military, full-time college, full-time job/college combination or a full-time post-secondary training program No. of initially placed graduates and former enrollees	75%	65%
*Model-based Goal			100%

PY 2018 OA OMS REPORT CARD			
Measure	Definition	Goal	Weight
<b>QUANTITY/PRODUCTION (60%)</b>			
Female Arrival Rate	<u>No. of female arrivals</u> Total female contracted quota	100%	30%
Total Arrival Rate	<u>No. of total arrivals</u> Total contracted quota	100%	30%
<b>QUALITY/COMMITMENT (40%)</b>			
Non-Level 1 Zero Tolerance (ZT) Separation Rate	No. of student arrivals who do not separate for a Level 1 ZT infraction under codes 5.1a, 5.2b or 5.3c within the first 30 calendar days or <u>under code 5.2A within the first 45 calendar days</u> No. of student arrivals with the opportunity to stay in the program for at least 45 calendar days	98%	5%
Arrivals With 90-Day Commitment Rate	No. of students in the pool who stay for <u>90 or more calendar days</u> No. of student arrivals with the opportunity to stay in the program for at least 90 calendar days	85%	30%
Graduate Rate	<u>No. of students who separate as graduates</u> No. of separated students	65%	5%
			100%

PY 2018 CTS OMS REPORT CARD			
Measure	Definition	Goal	Weight
<b>CTS PLACEMENT OUTCOMES (50%)</b>			
Placement Rate	No. of graduates and former enrollees placed in a job, the military, <u>an education/training program, or a job/college combination</u> No. of graduates and former enrollees whose placement records are due or received	83%	20%
Placement Average Wage	Sum of hourly wages of graduates and former enrollees <u>placed in a job or the military</u> No. of graduates and former enrollees placed in a job or the military	\$12.00	10%
Placement Quality Rating	Rating based on weighted performance on two indicators relative to goals: (1) job-training match rate and (2) quality placement rate (percentage of all initially placed graduate and former enrollees in apprenticeship programs, full-time jobs, the military, full-time college, full-time college/job combination, or full-time post-secondary training)	100%	10%
<b>Q2/Q4 PLACEMENT OUTCOMES (50%)</b>			
Graduate and Former Enrollee Placement Rate in Quarter 2 After Exit Quarter	No. of graduates and former enrollees who report on the Quarter 2 survey they are in a job, the military, an education/training program, <u>or a job/college combination</u> No. of graduates and former enrollees who complete the Quarter 2 survey	80%	20%
Graduate and Former Enrollee Placement Rate in Q4 After Exit Quarter	No. of graduates and former enrollees who report on the Quarter 4 survey they are in a job, the military an education/training program, <u>or a job/college combination</u> No. of graduates and former enrollees who complete the Quarter 4 survey	80%	20%
Graduate and Former Enrollee Average Earnings in Quarter 2 After Exit Quarter*	Sum of earnings of graduates and former enrollees who report <u>they are in a job or the military on the Quarter 2 survey</u> No. of graduates and former enrollees who complete the Quarter 2 survey and report they are in a job or the military	\$5,500	10%
*Model-Based Goal			100%

PY 2018 SUPPLEMENTAL CTS REPORT CARD			
Indicator	Definition	Goal	Weight
<b>PLACEMENT QUALITY RATING</b>			
Career Technical Training (CTT) Completer Job Training Match (JTM) Rate	No. of CTT program completers placed <u>in a training-related job or the military</u> No. CTT program completers placed in a job or the military	65%	35%
Full-Time Quality Placement Rate	No. of graduates and former enrollees placed in an apprenticeship program, a full-time job, the military, full-time college, full-time job/college combination or a <u>full-time post-secondary training program</u> No. of placed graduates and former enrollees	75%	65%
*Model-Based Goal			100%

<b>PY 2018 CTT OMS REPORT CARD</b>			
<b>Measure</b>	<b>Definition</b>	<b>Goal</b>	<b>Weight</b>
<b>DIRECT CENTER SERVICES (20%)</b>			
Career Technical Training (CTT) Program Completion Rate	No. of students who complete a CTT program No. of separated students assigned to a CTT program	80%	10%
CTT Industry-Recognized Credential (IRC) I Attainment Rate	No. of CTT students who attain an approved Primary IRC or complete an NTC program No. of separated students assigned to a CTT program	90%	7.5%
CTT Industry-Recognized Credential (IRC) II Attainment Rate	No. of CTT students who attain an approved Secondary IRC or an approved second Primary IRC No. of separated students assigned to a CTT program	90%	2.5%
<b>CTS PLACEMENT OUTCOMES (40%)</b>			
CTT Completer Placement Rate	No. of CTT completers placed in a job, the military, an education/training program, or who transferred to an approved AT program at another center No. of CTT completers whose placement records are due or received or who transferred to an approved AT program at another center	92%	10%
CTT Completer Average Hourly Wage at Placement*	Sum of hourly wages of CTT completers placed in a job or the military No. of CTT completers placed in a job or the military	\$12.25	5%
CTT Completer Full-Time Quality Placement Rate	No. of CTT completers placed in an apprenticeship program, a full-time job, the military, full-time college, full-time job/college combination or a full-time post-secondary training program No. of initially placed CTT completers	75%	10%
CTT Completer Job Training Match (JTM) Placement Rate	No. of CTT completers placed in a training-related job or the military No. of CTT completers placed in a job or the military	65%	10%
CTT Completer Job Training Match (JTM) Average Hourly Wage*	Sum of hourly wages of CTT completers placed in a training-related job or the military No. of CTT completers placed in a training-related job or the military	\$12.85	5%
<b>Q2/Q4 PLACEMENT OUTCOMES (40%)</b>			
CTT Completer Placement Rate in Quarter 2 After Exit Quarter	No. of CTT completers who report on the Quarter 2 survey they are in a job, the military, an education/training program, or a job/college combination No. of CTT completers who complete the Quarter 2 survey	83%	15%
CTT Completer Placement Rate in Q4 After Exit Quarter	No. of CTT completers who report on the Quarter 4 survey they are in a job, the military, an education/training program, or a job/college combination No. of CTT completers who complete the Quarter 4 survey	83%	15%
CTT Completer Average Earnings in Quarter 2 After Exit Quarter*	Sum of earnings of CTT completers who report they are in a job or the military on the Quarter 2 survey No. of CTT completers who complete the Quarter 2 survey and report they are in a job or the military in the second quarter after exit quarter	\$5,700	10%
*Model-Based Goal			100%

**B. OMS Components and Related Policies.**

Several OMS components and related policies was revised for PY 2018.

- a) *Composite Measures*: Traditionally, Job Corps has used performance measures composed of a single indicator. For example, the PY 2018 Placement Rate measure is calculated based upon the number of graduates and former enrollees in the pool that entered a placement during the reporting period. New to the center and CTS Report Cards for PY 2018 are composite measures –measures calculated based on the weighted performance on two or more indicators against their goals that produces a performance rating. The term “indicator” distinguishes between the main measures and a metric that is used, in combination with other metrics, to calculate a composite measure. Goals for composite measures are set to 100 percent, indicating that the goal for the composite measure is to meet the individual goals for each of the indicators that combine to make up the measure.
- b) *Performance Reports*: New for PY 2018, Job Corps is producing a supplemental performance report for the center (OMS-10S) and CTS Report Cards (POMS-10S) that provides information on the performance of each center and CTS provider, respectively, on the composite measures and their indicators. These reports are intended for use by centers and CTS providers to monitor attainments across all the indicators credited under a composite measure. These reports contain the same schedule and use the same timeframes as the center OMS-10 and CTS POMS-10 Report Cards.

#### C. Timeframe for Release of Performance Reports

Expect the first OMS reports as late as October 2018 to allow time for development, programming and thorough quality review of the resulting reports. Lack of data prevents compilation of rolling reports for PY 2018.

4. Effective Date. Retroactive to July 1, 2018
5. Action. All appropriate staff must receive this ePRH Change Notice.
6. Inquiries. Questions or comments concerning Appendix 501 Introduction, and 501a through 501e should be addressed to Shao Zhang at (202) 693-3917, or emailed to [zhang.shao@dol.gov](mailto:zhang.shao@dol.gov).
7. ePRH Web site Access. Access this Change Notice and revisions at the ePRH Website address: <https://eprh.jobcorps.gov>.