



July 5, 2022

DIRECTIVES: JOB CORPS PROGRAM CHANGE NOTICE NO. 22-01

TO: ALL JOB CORPS NATIONAL OFFICE STAFF
 ALL JOB CORPS REGIONAL OFFICE STAFF
 ALL USDA FOREST SERVICE CENTER DIRECTORS
 ALL JOB CORPS CENTER DIRECTORS
 ALL JOB CORPS CENTER OPERATORS
 ALL JOB CORPS CENTER STAFF
 ALL NATIONAL TRAINING AND SUPPORT CONTRACTORS
 ALL OUTREACH AND ADMISSIONS CONTRACTORS
 ALL CAREER TRANSITION SERVICES CONTRACTORS

FROM: **RACHEL TORRES**
 National Director Rachel Torres Digitally signed
 Office of Job Corps by Rachel Torres

SUBJECT: Policy and Requirements Handbook (PRH) Revision to Appendix
 501: Program Year (PY) 2022 Performance Management System

1. Purpose. To transmit the PY 2022 PRH Appendix 501 suite: Introduction, 501a - e and Attachments. These appendices contain the policies governing Job Corps' Performance Management System for Center Operators, Outreach and Admissions (OA) contractors, Career Transition Services (CTS) contractors, Career Technical Training (CTT) programs, and the Performance Improvement Plan (PIP) system. All PY 2022 performance goals, both national and model-based, are included in these policies.
2. Background. Job Corps' Performance Management System, as detailed in the Policy and Requirements Handbook (PRH), Appendix 501, serves to assess program effectiveness across multiple components of services and programs, and is guided by reporting requirements stipulated in the Workforce Innovation and Opportunity Act (WIOA). It provides feedback on performance and outcomes and encourages continuous improvement in areas identified as program priorities. Additionally, it serves as an instrument to meet federal and statutory accountability and reporting requirements, assess centers and contractors' accomplishments, and serve students more effectively.

In PY 2018, Job Corps undertook a major reform initiative of its Performance Management System to align with WIOA reporting requirements and strengthen focus on driving students' long-term career success and upward economic mobility. In PY 2019, Job Corps completed its transition to this new system with reduced weights on the on-center attainment measures and corresponding higher weights on long-term placement and wage measures.

Following PY 2019, Job Corps did not make changes to its OMS due to the Coronavirus Disease 2019 (COVID-19) pandemic that emerged in early 2020 within the United States. The pandemic, and the actions taken by Job Corps to mitigate the spread of the virus and ensure the safety of its students and staff, created an unprecedented and unpredictable environment for the program's performance accountability system. Job Corps could not use the traditional processes and underlying assumptions for revising and updating the performance system. Considering the many unknowns and unpredictability of how center operations would continue to be impacted by the pandemic, and to remain focused on the operational adjustments to enable more centers to resume normal operation safely, Job Corps and DOL leadership determined to enact no changes to the OMS for PY 2020 and PY 2021. As such, the PY 2019 policy remained in effect for PY 2020 and PY 2021.

For PY 2022, Job Corps and the DOL leadership have determined the need for certain changes to the Performance Management System, in light of current performance on the OMS and in response to departmental and programmatic priorities. These include:

- Changing when outcomes are reported for the Direct Center Services measures/indicators in the Center and CTT Report Cards from when a student separates to “real-time” (i.e., within a short timeframe after the attainment is made).
- Adding two new indicators to the Center Report Card under the Measurable Skill Gains Rating measure to capture Literacy and Numeracy Gain rates.
- Increasing measure/indicator goals and adjusting weights in the Center, CTS, and CTT Report Cards to improve performance and align with the programmatic and departmental priorities for the upcoming year.
- Removing the Quality Rating (QR) as a component of the Center Quality Assessment, since it was eliminated from the revised Regional Office Compliance Assessment (ROCA) process.
- Replacing the Student Satisfaction Survey with two new surveys that capture students' experiences and satisfaction with the program (Student Experience Assessment [SEA]) and their perception of safety and security while in the program (Student Safety Assessment [SSA]).
- Correcting an error in Attachment 2, Initial Placement and Allowable Upgrades table in Appendix 501-Attachments. This correction removes the table row that identifies other types of placements as upgrades to an Apprenticeship placement. The table continues to correctly list an Apprenticeship as an upgrade to all other types of initial placements. This change aligns with the current application of upgrades in the system.

Details regarding these changes are presented below.

3. Explanation of Change. Job Corps has made changes to its Performance Management System for PY 2022. These changes are listed below.

- **Real-Time Crediting:**

Job Corps has transitioned to a real-time approach in the Center and CTT Report Cards for crediting the majority of students' attainments while they are on center. The intent is to recognize achievements when they occur, as compared to when a student separates from the program, thus encouraging the retention of students in the program to maximize their credential and skill attainments. This methodology applies to the measures/indicators under the Direct Center Services – with the exception of the Average Literacy and Numeracy Gain indicators –and places students in the pools when the attainment is achieved or when the student exits from the program (if no attainment has been made). Students may therefore enter pools of different measures/indicators at different times during their enrollment in the program. For example, a student who is still enrolled in the program and who attains a Primary Industry Recognized Credential (IRC) or complete a National Training Contractor (NTC) program will enter the pool and credit for the Primary IRC Attainment rate indicator. However, they will not enter the pools of the other indicators under the Credential Attainment Rating measure until they either attain those credentials or separate from Job Corps.

To allow sufficient time to obtain any necessary supporting documentation of an achievement and record the information in the Center Information System (CIS), all attainments are credited within 14 calendar days of the date of the achievement. All recorded attainment dates must reflect the date the credential or skill gain was made, or the date recorded on the supporting documentation as applicable (e.g., the date the Test of Adult Basic Education [TABE] follow up test was taken where the Educational Functional Level [EFL] gain was achieved, the date recorded on the High School Diploma [HSD]). Additionally, students must be enrolled for 45 calendar days or more (45 calendar days from arrival on center for virtually enrolled students) before their attainment is credited. This delay allows time to ensure that the student does not exit as a Level 1 Zero Tolerance (ZT) within 30/45 days which would remove the student from the pool of all Direct Center Services measures/indicators.

All students active as of July 1, 2022 that have achievements recorded in CIS dated prior to the beginning of the program year, will be credited for these achievements in the OMS Reports ending July 31, 2022.

The Average Literacy and Average Numeracy Gain indicators under the Direct Center Services area will continue to be credited at the time of student separation. To identify the highest follow-up TABE test result for a student, all TABE testing for that student must have ended. Therefore, these two indicators must continue to be calculated at the time of student exit. However, Job Corps is adding two new indicators to measure the percentage of students who attain at least 1 EFL gain, which will be calculated under the real-time crediting approach. More information regarding these measures is noted below.

The rolling reports for the Center Report Card and the CTT Report Card will be suspended for PY 2022 due to the transition to real-time crediting. Job Corps will resume the production of the rolling 12-month Center and CTT OMS reports in PY 2023 when

one full year's data has accumulated under the real-time crediting approach. For PY 2022, the OA and CTS rolling reports will continue to be produced.

- **OMS Measures, Goals and Weights by Report Card:**

Job Corps has made changes to the weights and goals of certain measures/indicators for PY 2022 and has added two new indicators to report in real-time the percentage of students who make one or more EFL gains. These two indicators supplement the existing Average Literacy and Numeracy Gains indicators that continue to report the highest gains achieved by exited students. The specific changes are shown below by Report Card.

Center Report Card:

For PY 2022, Job Corps has increased the goals of the HSD/High School Equivalency (HSE) Attainment and CTT Completion indicators by 5 percent each (70% and 75% respectively) to set a higher standard for achieving these necessary credentials that are linked to upward career mobility and higher wages.

The goals for the Average Hourly Wage and Average Earnings in Quarter 2 measures are also increased as performance has risen steadily since the goals were last updated in PY 2018. The goals for these two measures are set at \$16.25 and \$7,700 respectively, for PY 2022.

Performance on the Full-Time Quality Placement indicator over the past year has also risen above the goal, and for PY 2022, Job Corps has increased the goal by 10 percentage points (to 85%) to maintain a realistic stretch goal and encourage continuous improvement in this area.

Job Corps has added two new indicators – Literacy Gain rate and Numeracy Gain rate – under the Measurable Skill Gains Rating measure. These new indicators capture the proportion of students who attained at least one EFL gain in real-time. For PY 2022 the goals for each indicator are set at 65%.

For PY 2022, all centers will use national goals for the HSD/HSE Attainment indicator and the indicators under the Measurable Skill Gains Rating measure in the Center Report Card. Data for the factors that are typically considered in developing the models to establish model-based goals for these indicators are either unavailable or inadequate to create statistically valid model-adjusted goals. Job Corps anticipates resuming the use of model-based goals for these indicators in PY 2023. For PY 2022, model-based goals are being used for the average wage and average earnings in Quarter 2 measures.

Job Corps has also adjusted the weighting scheme of the Center Report Card for PY 2022 to increase emphasis on the on-center attainments where performance has seen the steepest declines since PY 2017. Additionally, there is a small increase in weight on the CTS Placement area and a larger decrease in the Q2/Q4 Placement Outcomes area. These changes are primarily intended to rebalance weight among these areas of

responsibility and improve performance in the areas in which centers have the most influence (on-center attainments and CTS placement).

The Credential Attainment Rating measure weight increased by 10% to 25%, leading to an overall corresponding increase in the weight on Direct Center Services from 20% to 30%. The Measurable Skill Gains Rating measure remains weighted at 5%, however, the addition of the Literacy Gain Rate and Numeracy Gain Rate has led to the redistribution of weight among the four indicators, so they are equally weighted at 25% each.

The weight for the CTS Placement area is also increased from 30% to 40%, with the additional weight primarily assigned to the Placement Quality Rating measure (increasing from 12.5% to 20%) and a 2.5% increase to the CTS Placement rate measure (from 10% to 12.5%). Additionally, the relative weights for the indicators under the Placement Quality Rating measure have shifted slightly to place additional emphasis on the Job-Training Match (JTM) Placement rate (increased from 35% to 45%) while still prioritizing the Full-Time Quality Placement rate (decreased from 65% to 55%).

Weights for the Quarter 2 and Quarter 4 Placement measures have decreased from 20% to 12.5% each in PY 2022. Similarly, the weight for the Quarter 2 Earnings measure has dropped from 10% to 5% in PY 2022. This results in a lower weight for the Q2/Q4 Placement Outcomes area, from 50% in PY 2019 to 30% in PY 2022.

CTS Report Card

Changes made to the CTS Report Card for PY 2022 align with those in the Center Report Card.

The goals for the Average Hourly Wage and Average Earnings in Quarter 2 measures are increased as performance has risen steadily since the goals were last updated in PY 2018. The goals for these two measures are set at \$16.25 and \$7,700 respectively for PY 2022.

Performance on the Full-Time Quality Placement indicator over the past year has also risen above the goal, and for PY 2022 Job Corps has increased the goal by 10 percentage points (to 85%) to maintain a realistic stretch goal and encourage continuous improvement in this area.

Job Corps has also adjusted the weighting scheme of the CTS Report Card for PY 2022 to place a slightly greater emphasis on the CTS Placement area as compared to the Q2/Q4 Placement Outcomes area.

The CTS Placement area weight increased from 50% to 55%, with the additional weight assigned to the CTS Placement rate measure (from 20% to 25%). Additionally, the relative weights for the indicators under the Placement Quality Rating measure have shifted slightly to place additional emphasis on the JTM Placement rate (increased from 35% to 45%) while still prioritizing the Full-Time Quality Placement rate (decreased from 65% to 55%).

Weights for the Quarter 2 and Quarter 4 Placement measures have decreased from 20% to 17.5% each in PY 2022. This results in a lower weight for the Q2/Q4 Placement Outcomes area, from 50% in PY 2019 to 45% in PY 2022.

CTT Report Card

Changes made to the CTT Report Card align with the changes in the Center Report Card.

For PY 2022, Job Corps has increased the goal of the CTT Completion rate measure by 5 percent (from 80% to 85%) to set a higher standard for achieving this necessary credential that is linked to upward career mobility and higher wages.

The goals for the CTT Completer Average Hourly Wage and CTT Completer Average Earnings in Quarter 2 measures are also increased as performance has risen steadily since the goals were last updated in PY 2018. The goals for these two measures are set at \$16.75 and \$7,900 respectively for PY 2022. The goal for the JTM Average Hourly Wage is also increased from \$12.85 to \$17.35.

Performance on the Full-Time Quality Placement indicator over the past year has also increased, and for PY 2022 Job Corps has set the goal to 88% to maintain a realistic stretch goal and encourage continuous improvement in this area.

Job Corps has also adjusted the weighting scheme of the CTT Report Card for PY 2022 to increase emphasis on the on-center attainments where performance has seen the steepest declines since PY 2017. Additionally, there is a small increase in weight on the CTS Placement area and a larger decrease in the Q2/Q4 Placement Outcomes area. These changes are primarily intended to rebalance weight among these areas of responsibility and improve performance in the areas in which centers have the most influence (on-center attainments and CTS placement).

The Credential Attainment Rating measure weight increased by 10% to 25%, while the Primary IRC and Secondary IRC measures each increased by 2.5%, leading to an overall corresponding increase in the weight on Direct Center Services from 20% to 30%.

Weights for the Quarter 2 and Quarter 4 Placement measures have decreased from 15% to 12.5% each in PY 2022. Similarly, the weight for the Quarter 2 Earnings measure has dropped from 10 % to 5%. This results in a lower weight for the Q2/Q4 Placement Outcomes area, from 40% in PY 2019 to 30% in PY 2022.

OA Report Card

For PY 2022, Job Corps made no changes to the measures, goals, and weights of the OA Report Card.

- **Quality Rating (QR):**

The Regional Office Compliance Assessment (ROCA) process and corresponding report have been modified, resulting in the elimination of the Quality Rating (QR). Consequently, Job Corps has removed the QR measure from the Center Quality Assessment.

- **Student Satisfaction Survey (SSS):**

Per Job Corps Program Instruction Notice 21-05, Job Corps has replaced the Student Satisfaction Survey (SSS) with two new, separate surveys: The Student Experience Assessment (SEA) and the Student Safety Assessment (SSA).

The SEA is a student satisfaction survey that assesses students' opinions about their Job Corps experience. The survey includes 14 modules addressing multiple areas of service such as admissions, career technical training, and residential living. The SEA is an online survey with 159 questions. The survey modules are tailored to each student based on their experience in the program. Students only complete modules relevant to their current experience (no student answers all 159 questions). The survey takes students 24 minutes, on average, to complete. The SEA is administered quarterly to all students who have been enrolled in the program for two weeks or more.

The SSA elicits students' perceptions on safety and security including center climate, drug/alcohol use, violence/bullying, and sexual violence. The SSA is an online survey with 48 base questions. There are an additional 37 potential follow-up questions based on students' responses to the base questions. The survey takes less than 15 minutes, on average, to complete. Once launched in PY 2022, the SSA will be initially administrated quarterly to a sample of students based on centers' On-Board Strength (OBS). Students who have been enrolled in the program for two weeks or more are eligible for inclusion in the sample.

The PY 2022 Center, CTS, CTT, and OA report card measures, definitions, goals, and weights are appended at the end of this PRH Change Notice. New measures, revisions to existing indicators, and changes to goals and weights for PY 2022 compared to PY 2019-2021 are represented in red font.

4. Action Required. Addressees are to ensure this PRH Change Notice is distributed to all appropriate staff.
5. Effective Date. July 1, 2022.
6. Inquiries. Direct inquiries to the Office of Job Corps at (202) 693-3000.
7. PRH Website Access. This Change Notice and revisions to the PRH can be accessed within two business days at the PRH website address: <https://prh.jobcorps.gov>.

PY 2022 CENTER REPORT CARD			
Measure	Definition	Goal	Weight
DIRECT CENTER SERVICES (30%)			
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%	25%
Measurable Skills Gains Rating±	Rating based on average performance of four indicators relative to goals: Average Literacy Gains, Average Numeracy Gains, Literacy Gain rate and Numeracy Gain rate	100%	5%
CTS PLACEMENT OUTCOMES (40%)			
Placement Rate	Number of graduates and former enrollees placed in a job, the military, an education/training program, or who transferred to <u>an approved Advanced Training program at another center</u> Number 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%	12.5%
Graduate and Former Enrollee Average Hourly Wage at Placement*	Sum of hourly wages of graduates and former enrollees <u>placed in a job or the military</u> Number of graduates and former enrollees placed in a job or the military	\$16.25	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%	20%
Q2/Q4 PLACEMENT OUTCOMES (30%)			
Graduate and Former Enrollee Placement Rate in Quarter 2 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 2 <u>survey they are in a job, the military, or an education/training program</u> Number of graduates and former enrollees who complete the Quarter 2 survey	80%	12.5%
Graduate and Former Enrollee Placement Rate in Q4 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 4 <u>survey they are in a job, the military, or an education/training program</u> Number of graduates and former enrollees who complete the Quarter 4 survey	80%	12.5%
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> Number of graduates and former enrollees who complete the Quarter 2 survey and report they are in a job or the military in the second quarter after exit quarter	\$7,700	5%

Employer Retention Rate	Number of graduates and former enrollees who were employed by the same employer in Quarter 2 and Quarter 4 after exit quarter Number of graduates and former enrollees who complete the Quarter 4 survey and were employed in Quarter 2 after exit quarter	60%	0%
*Has Model-based Goal ±Composite Measures			100%

PY 2022 SUPPLEMENTAL CENTER REPORT CARD			
Indicator	Definition	Goal	Weight
CREDENTIAL ATTAINMENT RATING			
HSD/HSE Attainment Rate	Number of students who attained either an HSD or HSE <u>in the reporting period</u> Of those without an HSD/HSE at entry, the number who attained one during the reporting period, plus the number who exited in the reporting period without attaining an HSD/HSE	70%	33.4%
Career Technical Training (CTT) Completion Rate	Number of students who attained their first CTT program <u>in the reporting period</u> Number of students who completed their first CTT program during the reporting period, plus the number who exited in the reporting period without completing a CTT program	75%	33.3%
CTT Primary IRC Attainment Rate	Number of CTT students who attained their first approved Primary industry-recognized credential or completed an NTC program <u>in the reporting period</u> Number of students assigned to a CTT program who completed their first Primary IRC during the reporting period, plus the number assigned to a CTT program who exited in the reporting period without completing a Primary IRC	90%	33.3%
			100%
MEASURABLE SKILLS GAINS RATING			
Average Literacy Gains	Sum of Educational Functioning Level gains attained on the highest <u>valid subsequent TABE reading test</u> Number of exited students who scored Educational Functioning Level 4 or below on the initial TABE reading test and students who did not take a valid initial reading test during the first 21 calendar days on center	1 EFL	25%
Average Numeracy Gains	Sum of Educational Functioning Level gains attained on the highest <u>valid subsequent TABE math test</u> Number of exited students who scored Educational Functioning Level 5 or below on the initial TABE math test and students who did not take a valid initial math test during the first 21 calendar days on center	1 EFL	25%
Literacy Gain Rate	Number of students who made their first gain of 1 EFL or higher on a <u>valid subsequent TABE reading test during the reporting period</u> Number of students who a) scored EFL 4 or below on the initial TABE reading test and attained their first gain of 1 EFL or higher on a subsequent follow-up test during the reporting period, PLUS b) students who did not take a valid initial reading test during the first 21 calendar days on center during the reporting period PLUS c) students who exited in the reporting period, scored EFL 4 or below on the initial TABE reading test, and did not attain a gain of 1 EFL or higher on a subsequent follow-up test	65%	25%

PY 2022 SUPPLEMENTAL CENTER REPORT CARD			
Indicator	Definition	Goal	Weight
Numeracy Gain Rate	Number of students who made their first gain of 1 EFL or higher on a <u>valid subsequent TABE math test during the reporting period</u> Number of students who: a) scored EFL 5 or below on the initial TABE reading test and attained their first gain of 1 EFL or higher on a subsequent follow-up test during the reporting period, PLUS b) students who did not take a valid initial math test during the first 21 calendar days on center in the reporting period, PLUS c) students who exited in the reporting period, scored EFL 5 or below on the initial TABE math test, and did not attain a gain of 1 EFL or higher on a subsequent follow up test	65%	25%
			100%
PLACEMENT QUALITY RATING			
Career Technical Training (CTT) Completer Job Training Match (JTM) Rate	Number of CTT completers placed <u>in a training-related job or the military</u> Number CTT completers placed in a job or the military	65%	45%
Full-Time Quality Placement Rate	Number 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 <u>a full-time post-secondary training program</u> Number of initially placed graduates and former enrollees	85%	55%
			100%

PY 2022 OA REPORT CARD			
Measure	Definition	Goal	Weight
QUANTITY/PRODUCTION (60%)			
Female Arrival Rate	<u>Number of female arrivals</u> Total female contracted quota	100%	30%
Total Arrival Rate	<u>Number of total arrivals</u> Total contracted quota	100%	30%
QUALITY/COMMITMENT (40%)			
Non-Level 1 Zero Tolerance (ZT) Separation Rate	<p>Number 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 of enrollment or under code 5.2A within the first 45 calendar days of enrollment (first 45 calendar days of <u>arrival to center for VE students</u>)</p> <p>Number of student arrivals with the opportunity to stay in the program for at least 45 calendar days after enrollment (45 calendar days after arrival to center for VE students)</p>	98%	5%
Arrivals With 90-Day Commitment Rate	<p>Number of students in the pool who stay for <u>90 or more calendar days</u></p> <p>Number of student arrivals with the opportunity to stay in the program for at least 90 calendar days</p>	85%	30%
Graduate Rate	<u>Number of students who separate as graduates</u> Number of separated students	65%	5%
			100%

PY 2022 CTS REPORT CARD			
Measure	Definition	Goal	Weight
CTS PLACEMENT OUTCOMES (55%)			
Placement Rate	Number of graduates and former enrollees placed in a job, the military, <u>an education/training program, or a job/college combination</u> Number of graduates and former enrollees whose placement records are due or received	83%	25%
Placement Average Wage*	Sum of hourly wages of graduates and former enrollees <u>placed in a job or the military</u> Number of graduates and former enrollees placed in a job or the military	\$16.25	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%	20%
Q2/Q4 PLACEMENT OUTCOMES (45%)			
Graduate and Former Enrollee Placement Rate in Quarter 2 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 2 <u>survey they are in a job, the military, or an education/training program</u> Number of graduates and former enrollees who complete the Quarter 2 survey	80%	17.5%
Graduate and Former Enrollee Placement Rate in Q4 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 4 <u>survey they are in a job, the military, or an education/training program</u> Number of graduates and former enrollees who complete the Quarter 4 survey	80%	17.5%
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> Number of graduates and former enrollees who complete the Quarter 2 survey and report they are in a job or the military	\$7,700	10%
*Has Model-based Goal ±Composite Measure			100%

PY 2022 SUPPLEMENTAL CTS REPORT CARD			
Indicator	Definition	Goal	Weight
PLACEMENT QUALITY RATING			
Career Technical Training (CTT) Completer Job Training Match (JTM) Rate	Number of CTT program completers placed <u>in a training-related job or the military</u> Number of CTT program completers placed in a job or the military	65%	45%
Full-Time Quality Placement Rate	Number 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> Number of placed graduates and former enrollees	85%	55%
			100%

PY 2022 CTT REPORT CARD			
Measure	Definition	Goal	Weight
Direct Center Services (30%)			
Career Technical Training (CTT) Program Completion Rate	Number of students who attained their first CTT program <u>in the reporting period</u> Number of students who completed their first CTT program during the reporting period, plus the number assigned to a CTT program who exited in the reporting period without completing it	85%	15%
CTT Industry-Recognized Credential (IRC) I Attainment Rate	Number of CTT students who attained their first approved Primary <u>IRC or completed an NTC program in the reporting period</u> Number of students assigned to a CTT program who completed their first Primary IRC during the reporting period, plus the number assigned to a CTT program who exited in the reporting period without completing a Primary IRC	90%	10%
CTT Industry-Recognized Credential (IRC) II Attainment Rate	Number of CTT students who attained their first approved Secondary <u>IRC or their second approved Primary IRC in the reporting period</u> Number of students assigned to a CTT program who completed their first Secondary IRC/second Primary IRC during the reporting period, plus the number assigned to a CTT program who exited in the reporting period without completing a Secondary IRC or a second Primary IRC	90%	5%
CTS Placement Outcomes (40%)			
CTT Completer Placement Rate	Number of CTT completers placed in a job, the military, an education/training program, or who transferred <u>to an approved Advanced Training program at another center</u> Number of CTT completers whose placement records are due or received or who transferred to an approved Advanced Training program at another center	92%	10%
CTT Completer Average Hourly Wage at Placement*	<u>Sum of hourly wages of CTT completers placed in a job or the military</u> Number of CTT completers placed in a job or the military	\$16.75	5%
CTT Completer Full-Time Quality Placement Rate	Number of CTT completers placed in an apprenticeship program, a full-time job, the military, full-time college, full-time job/college <u>combination or a full-time post-secondary training program</u> Number of initially placed CTT completers	88%	10%
CTT Completer Job Training Match (JTM) Placement Rate	Number of CTT completers placed in a <u>training-related job or the military</u> Number 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 <u>placed in a training-related job or the military</u> Number of CTT completers placed in a training-related job or the military	\$17.35	5%
Q2/Q4 Placement Outcomes (30%)			
CTT Completer Placement Rate in Quarter 2 After Exit Quarter	Number of CTT completers who report on the Quarter 2 survey they are in a job, the military, <u>an education/training program, or a job/college combination</u> Number of CTT completers who complete the Quarter 2 survey	83%	12.5%

PY 2022 CTT REPORT CARD			
Measure	Definition	Goal	Weight
CTT Completer Placement Rate in Q4 After Exit Quarter	Number of CTT completers who report on the Quarter 4 survey they are in a job, the military, <u>an education/training program, or a job/college combination</u> Number of CTT completers who complete the Quarter 4 survey	83%	12.5%
CTT Completer Average Earnings in Quarter 2 After Exit Quarter*	Sum of earnings of CTT completers who report <u>they are in a job or the military on the Quarter 2 survey</u> Number 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	\$7,900	5%
*Has Model-based Goal (center level)			100%