



**DIRECTIVES:           JOB CORPS PROGRAM CHANGE NOTICE NO. 23-01**

**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  
                          Office of Job Corps

**SUBJECT:**           Policy and Requirements Handbook (PRH) Revision to Appendix  
                          501: Program Year (PY) 2023 Performance Management System

1. Purpose. To transmit the PY 2023 Policy and Requirements Handbook (PRH) Appendix 501 Suite: Introduction, 501a through g 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 Academic programs. Additionally, it provides an assessment of performance at the contract level and the Performance Improvement Plan (PIP) system. All PY 2023 performance goals, both national and model-based, for each of these Outcome Measurement Systems (OMS) are included in these policies.
2. Background. Job Corps' Performance Management System, as detailed in the PRH, Appendix 501, assesses 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 of key outcomes in each service area and at the contract level and serves as an instrument to meet Federal and statutory accountability and reporting requirements. Additionally, it assesses contractors' accomplishments towards meeting programmatic priorities and expected levels of performance, holding contractors accountable for continuous improvement, and serving students more effectively.

The Office of Job Corps traditionally reviews and revises its performance management system annually. Since the release of the PY 2019 policy, Job Corps and the Department

of Labor (DOL) leadership has maintained the PY 2019 OMS measures through PY 2021.

In PY 2022, Job Corps and the DOL leadership made changes to the Performance Management System in response to departmental and programmatic priorities and recent performance trends. These changes included:

- Reporting outcomes attained while in the program on the Center and CTT Report Cards in “real-time” (i.e., within a short timeframe after the attainment is made) as opposed to when the student separates.
- Adding the Literacy Gain Rate and Numeracy Gain Rate indicators to the Center Report Card.
- Increasing 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 as 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]).

For PY 2023, Job Corps and the DOL leadership made additional, significant changes as part of a two-year process to modernize and improve the OMS as required under the Job Corps 2.0 framework and strategic plan. Key changes include:

- streamlining Report Cards for centers, Career Transition Services (CTS) and Outreach and Admissions (OA) contractors to focus on those outcomes most directly related to the service area they assess.
- adding a new Academic Report Card to evaluate the effectiveness of academic programs at the center level and identify poor performing programs as part of a Continuous Improvement Plan process.
- adding a new Contract Report Card that summarizes performance at the contract level.
- adding numerous new measures to align with the modernized recruitment process, focus on student retention, credential and skill attainment, support the increased emphasis on employer partnerships, and focus on smooth and direct transitions to quality placements for graduates.
- updating goals to reflect federal expectations on performance.
- realigning weights for Center and CTS to place equal emphasis across all weighted measures.
- modifying some measure definitions to align more closely with WIOA metrics.

Details regarding these changes are presented below.

2. Explanation of Change. For PY 2023, Job Corps made significant changes that affect its Performance Management System. The modifications impact, to varying degrees, all

existing Report Cards and add two new Report Cards to the system. The specific changes are detailed below by Report Card.

### ***Center Report Card***

For PY 2023, Job Corps made the following changes to the Center Report Card:

Renamed and Reconfigured the Center Report Card to Direct Center Services (DCS) Report Card: As part of the larger realignment of the performance accountability system, Job Corps reconfigured the Center Report Card to focus on measures of student outcomes achieved on center only. This new Report Card is labeled the Direct Center Services (DCS) Report card. All measures related to CTS and Quarter 2/Quarter 4 placement and wage and earnings outcomes are removed from this Report Card. Additionally, the Average Literacy Gains and Average Numeracy Gains measures are removed so that all remaining measures are calculated in real-time and not upon separation from Job Corps. The following measures are removed from the Report Card:

- Average Literacy Gains
- Average Numeracy Gains
- Placement Rate
- Average Hourly Wage at Placement:
- Placement Quality Rating and its two indicators:
  - Full-Time Quality Placement:
  - Job-Training Match (JTM) Placement Rate:
- Graduate and Former Enrollee Placement Rate in Quarter 2 After Exit Quarter:
- Graduate and Former Enrollee Average Earnings in Quarter 2 After Exit Quarter
- Graduate and Former Enrollee Placement Rate in Quarter 4 After Exit Quarter
- Graduate and Former Enrollee Employer Retention Rate

Replaced Credential Attainment Rating and Measurable Skill Gains Rating with their corresponding indicators: The composite measure of Credential Attainment Rating is removed, and its three indicators: (1) High School Diploma (HSD)/High School Equivalency (HSE) Attainment Rate, (2) CTT Completion Rate, and (3) Primary Industry Recognized Credential (IRC) Attainment Rate – are reinstated as stand-alone measures. Similarly, the Measurable Skill Gains Rating is replaced by the two remaining indicators under this composite measure – Literacy Gain Rate and Numeracy Gain Rate.

Added Two Retention Measures: A 90-Day Retention Rate Measure and a 180-Day Retention Rate Measure were added to the DCS to focus on the importance of keeping students in the program longer and its tie with credentials and skills achievement. The goals for the 90-Day and 180-Day Retention Rate measures are set at 80 percent and 85 percent, respectively.

Reintroduced the Combination HSD/HSE and CTT Completion measure: In recognition of the improved career and financial outcomes that result from completing both an

academic credential and career technical training, Job Corps is reintroducing the Combination HSD/HSE and CTT Completion measure. The goal for the Combination measure is set at 60 percent.

Added Off-Center Work-Based Learning (WBL) Rate measure: In support of Job Corps 2.0 pillar 4, Develop Meaningful Partnerships, and in recognition of the importance of real-world, on-site work experiences, Job Corps is adding a measure of Off-Center Work-Based Learning (WBL) that are in meaningful opportunities and meet a minimum duration requirement. Meaningful opportunities are those that are off-center and categorized as Career Technical Skills Training (CTST), Clinical Experience/ Practicum, Cooperative Education, or an internship. Additionally, the WBL experience must be a minimum of 40 hours in duration within one instance/record with the same employer. As with the other DCS measures, the Off-Center WBL Rate is calculated in real-time and not upon separation. The goal for this measure is set at 25 percent.

High School Diploma (HSD) or High School Equivalency (HSE) Attainment Rate: For PY 2023, Job Corps has increased the goal of the HSD/HSE Attainment measure by 5 percent, from 70% to 75% to set a higher standard for achieving these necessary credentials that are linked to upward career mobility and higher wages.

Literacy Gain Rate: For PY 2023 the goal for this measure is increased from 65 percent to 75 percent, reflecting higher federal expectations on performance.

Numeracy Gain Rate: Similarly, the goal for this measure is also increased to 75 percent for PY 2023 reflecting higher federal expectations on performance.

Weights: The weighting scheme across all measures has been adjusted so that each measure carries an equal weight of 11.1% (with the exception of the CTT Completion Rate measure which is weighted at 11.2% so that the sum of all weights is equal to 100%). This ensures an equal focus across all retention and attainment outcomes.

### ***OA Report Card***

For PY 2023, Job Corps made the following key changes to the OA Report Card:

Arrivals with 90-Day Commitment Rate: This measure is removed from the OA Report Card for PY 2023. A similar measure is added to the Direct Center Services Report Card, realigning responsibility for this metric to the centers.

Graduate Rate: This measure is removed from the OA Report Card for PY 2023.

Conversion Rate Measures: Three new measures are added to the PY 2023 OA OMS that assess OA contractors' success in converting prospects to applications, applications to initial decisions, and accepted applicants to enrollments. Three timepoints are calculated for each conversion measure, with the intent to incentivize the shorter timeframes while encouraging continued efforts to complete conversions that take longer. The new

measures rely on data captured through the new MyJobCorps portal for calculating the outcomes. As such, these measures are unweighted for PY 2023, and no goals are set to allow for data to build and results to stabilize. Results from PY 2023 will be used to determine goals for PY 2024.

Weights: The weight distribution of the OA Report Card is shifted for PY 2023. The weight of the Total and Female Arrivals Rate measures is increased from 30 percent to 40 percent each. The Non-Level 1 Zero Tolerance (ZT) Separation Rate is also increased from a weight of 5 percent to 20 percent.

### ***CTS Report Card***

For PY 2023, Job Corps made the following changes to the CTS Report Card:

Replaced the composite measure with its corresponding indicators: The composite measure of Placement Quality Rating has been removed, and its two indicators – Job Training Match (JTM) Placement Rate and Full-Time Quality Placement Rate – are reinstated as stand-alone measures.

Graduate Placement Prior to Program Exit Rate: A new measure capturing the rate of placements of graduates that occur prior to program exit has been added to the CTS Report Card for PY 2023. The goal is set at 40 percent. This measure supports Job Corps 2.0 Pillar 5, Ensure Successful Transition to the Workforce by encouraging any type of full-time (or part-time job-training matches [JTM]) placements of graduates prior to separation. This allows for strong and continued transitional support for the graduate as they adjust to the work or school experiences outside of the Job Corps environment. To ensure that placements recorded align with the intent of this measure, the placement must meet certain key criteria. Specifically:

- The placement cannot occur earlier than attainment date of student's first credential necessary to be a graduate (i.e., career technical training or, if no HSD/HSE at entry, attainment of an HSD or HSE).
- All placements must still meet Job Corps' placement and verification criteria and be approved within 90 days of date reported.
- Participation in activities that are part of the Job Corps training program (i.e., Advanced Career Training (ACT), High School Diploma/Equivalency (HSD/HSE) program, Other Training Providers (OTP), or Worked-Based Learning (WBL)) or are temporary employment situations (e.g., leisure time employment, employment during break days) during enrollment do not constitute placement for this measure. If the activity continues past separation (i.e., evidence of continued college attendance, or transition from an off-center WBL internship to a paid job with that same employer), a placement can be recorded with a date reported prior to separation as long as the placement verification indicates that the placement

continued for at least 7 days past the exit date. This supports the viability of the placement.

To support this new framework, Job Corps adjusted policy to allow for placement date reported and all subsequent related dates to occur before the student's date of separation. Further detail regarding the placement-related dates is found in Appendix 501-Introduction, Section F3.

Graduate and Former Enrollee Employer Retention Rate: This measure was previously in the Center Report Card, for informational purposes, to align with Measure 6 of the Workforce Innovation Opportunity Act (WIOA) performance measures that reports on the proportion of students in a job during Quarter 2 after the exit quarter that are still with the same employer in Quarter 4 after the exit quarter. With the new Direct Center Services Report Card focusing exclusively on the credentials and skills students can attain while in the program, the Employer Retention Rate measure is moved to the CTS Report Card. The goal for this measure remains at 60% and there is no weight.

Career Technical Training (CTT) Completer JTM Placement Rate: The goal for the CTT Completer JTM Placement Rate is increased as performance was above goal in PY 2022. The goal for this measure has increased from 65% to 70% for PY 2023.

Graduate and Former Enrollee Average Hourly Wage: The goal for the Graduate and Former Enrollee Average Hourly Wage measure is increased as performance was above goal in PY 2022. The goal is increased from \$16.25 to \$17.50. For PY 2023, CTS and regions continue to use model-based goals for this measure.

Graduate and Former Enrollee Average Earnings in Quarter 2 after Exit Quarter: This measure has been removed from the CTS Report Card and replaced by a measure of median earnings in Quarter 2 to more fully align with WIOA Measure 3 that calculates the midpoint of all reported earnings.

Graduate and Former Enrollee Median Earnings in Quarter 2 after Exit Quarter: For PY 2023, the goal for this measure is set at \$7,700 to reflect the expected levels of performance under this new measure. For PY 2023, centers and regions use model-based goals based upon center-level models for this measure.

Weights: The weighting scheme across all measures has been adjusted so that each measure carries an equal weight of 12.5%. This ensures an equal focus on all placement outcomes.

Rolling Report: For PY 2023, Job Corps will only issue a program year cumulative CTS Report Card to allow data to accumulate for the new measure reporting graduate placements prior to program exit, as there are no prior data to report.

### ***CTT Report Card***

CTT Secondary Industry Recognized Credential (IRC): For PY 2023 Job Corps increased the goal from 90% to 92% to encourage continuous improvement in this area.

CTT Completer Average Hourly Wage at Placement: For PY 2023, the national goal for the CTT Completer Average Hourly Wage measure is increased from \$16.75 to \$18.00. Centers and regions continue to use model-based goals for this measure.

CTT Completer Full-Time Quality Placement: For PY 2023 Job Corps increased the goal from 88% to 90%.

CTT Completer Job-Training Match (JTM) Placement Rate: The goal for the CTT Completer JTM Placement Rate is increased from 65% to 78% for PY 2023.

CTT Completer JTM Average Hourly Wage: The goal for the CTT Completer JTM Average Hourly Wage is increased from \$17.35 to \$18.70. For PY 2023. Centers and regions continue to use model-based goals for this measure.

CTT Completer Average Earnings in Quarter 2 After Exit Quarter: This measure is removed from the CTT Report Card and replaced by a measure of median earnings in Quarter 2 to align with the Workforce Innovation Opportunity Act (WIOA) Measure 3 more fully, which calculates the midpoint of all reported earnings.

CTT Completer Median Earnings in Quarter 2 After Exit Quarter: For PY 2023, the goal for this measure is set at \$8,750 to reflect the expected levels of performance under this new measure. For PY 2023, centers and regions use model-based goals for this measure.

### ***Academic Report Card***

A new Report Card assessing academic programs at the center-level is incorporated into the OMS structure in PY 2023. The Academic Report Card (ARC) is composed of measures of HSD/HSE Attainment, Average Literacy and Numeracy Gains, Average High Literacy and Numeracy, HSD/HSE Completer Placement, HSD/HSE Completer Average Hourly Wage, and HSD/HSE Completer Full-Time Quality Placement. Results are shown by center and academic program type. For PY 2023, measure goals and weights have been set to align with programmatic priorities and the Direct Center Services (DCS) and Career Technical Training (CTT) Report Cards. The overall rating for each program and center is assigned a letter grade. Gradings are used to identify programs that consistently perform at an unsatisfactory level to place them on an Academic Continuous Improvement Plan (A-CIP).

### ***Contract Report Card***

A new Report Card providing a summary rating of the weighted performance across all other report cards is incorporated into the OMS structure in PY 2023. The Contract

Report Card is composed of the following five measures (i.e., the Report Cards) with the following weights:

<b>Contract Report Card</b>	
<b>Measure</b>	<b>Weight</b>
The Outreach and Admissions (OA) Report Card	20%
The Direct Center Services (DCS) Report Card	25%
The Career Transition Services (CTS) Report Card	25%
The Career Technical Training (CTT) Report Card	15%
The Academic Report Card (ARC)	15%

The overall rating for the Contract Report Card is calculated based upon the sum of the weighted performance ratings across these five measures. Where a contract does not have obligations across all areas, the weight is redistributed proportionately across all measures with reported performance. The overall rating is then calculated based upon the weighted performance of the measures that align with the services provided under that contract. For example, if a contract provides for OA and CTS services only, the overall rating on the Contract Report Card is calculated based upon the weighted performance of the OA Report Card and CTS Report Card. A Contract Ranking Report Card is also produced based upon the overall rating results for all contracts.

The PY 2023 Center, OA, CTS, CTT, ARC, and Contract 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 2023 compared to PY 2022 are represented in red font.

3. Action Required. Addressees are to ensure this PRH Change Notice is distributed to all appropriate staff.
4. Effective Date. July 1, 2023.
5. 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 one business day at the PRH website address: <https://prh.jobcorps.gov>.



PY 2023 DIRECT CENTER SERVICES (DCS) REPORT CARD			
Measure	Definition	Goal	Weight
<b>RETENTION (22.2%)</b>			
90-Day Retention Rate	<u>Number of students that stay for 90 days</u> Number of students that had the opportunity to be in JC for 90 days during the reporting period	80%	11.1%
180-Day Retention Rate	<u>Number of students that stay for 180 days</u> Number of students that stayed 90 days and had the opportunity to be in JC for 180 days during the reporting period, excluding those who attained an HSD/HSE and/or CTT prior to the 180th day	85%	11.1%
<b>CREDENTIAL ATTAINMENT (44.5%)</b>			
HSD/HSE Attainment Rate*	<u>Number of students who attained either an HSD or HSE 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	75%	11.1%
Career Technical Training (CTT) Completion Rate	<u>Number of students who attained their first CTT program 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 who exited in the reporting period without completing a CTT program	75%	11.2%
CTT Primary IRC Attainment Rate	<u>Number of CTT students who attained their first approved Primary industry-recognized credential 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%	11.1%
Combination HSD/HSE and CTT Attainment Rate*	<u>Number of students who attained an HSD/HSE AND who completed their first CTT program, with the most recent of these attainments occurring in the reporting period</u> those without an HSD/HSE at entry: the number of students who attained an HSD/HSE AND who completed their first CTT program, with the most recent attainment occurring during the reporting period, PLUS the number of students who exited in the reporting period without attaining both an HSD/HSE and CTT	60%	11.1%

PY 2023 DIRECT CENTER SERVICES (DCS) REPORT CARD			
Measure	Definition	Goal	Weight
<b>MEASURABLE SKILL GAINS (33.3%)</b>			
Literacy Gain Rate*	<p>Number of students who made their first gain of 1 EFL or higher on a valid subsequent TABE reading test during the reporting period</p> <p>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</p>	75%	11.1%
Numeracy Gain Rate*	<p>Number of students who made their first gain of 1 EFL or higher on a valid subsequent TABE math test during the reporting period</p> <p>Number of students who a) scored EFL 5 or below on the initial TABE math 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</p>	75%	11.1%
Off-Center Work-Based Learning Rate	<p>Number of students who participated in their first Meaningful<sup>1</sup> Off-Center Work-based learning (WBL) during the reporting period</p> <p>Number of students enrolled in a CTT program that participated in their first Meaningful Off-Center Work-based learning (WBL) activity during the reporting period PLUS the number of students enrolled in a CTT program who separated during the reporting period without participating in a meaningful Off-Center WBL activity</p>	25%	11.1%
*Has Model-based Goal			100%

<sup>1</sup> Meaningful Off-center WBL is defined as one record/instance totaling 40 or more hours that is either off-center CTST, Clinical Experience/Practicum, Cooperative Education, or Internship.

<b>PY 2023 OUTREACH AND ADMISSIONS (OA) REPORT CARD</b>			
<b>Measure</b>	<b>Definition</b>	<b>Goal</b>	<b>Weight</b>
<b>QUANTITY/PRODUCTION (80%)</b>			
Female Arrival Rate	<u>Number of female arrivals</u> Total female contracted quota	100%	40%
Total Arrival Rate	<u>Number of total arrivals</u> Total contracted quota	100%	40%
<b>CONVERSION (0%) – INFORMATION ONLY</b>			
Prospect to Application Conversion Rate	Number of unique prospects who started an application within 14/21/30 days of <u>initial submission of interest</u> Number of unique prospects whose initial submission of interest occurred 14/21/30 days earlier	N/A	0%
Application to Initial Decision Conversion Rate	Number of applications who received initial decision within <u>21/30/45 days of interview date</u> Number of applications with an initial interview 21/30/45 Days earlier	N/A	0%
Accepted Applicant to Enrollment Conversion Rate	Number of accepted applicants who enrolled within <u>30/45/60 days of acceptance</u> Number of accepted applicants whose acceptance date was 30/45/60 days earlier	N/A	0%
<b>QUALITY/COMMITMENT (20%)</b>			
Non-Level 1 Zero Tolerance (ZT) Separation Rate	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 arrival to center for VE students) <hr/> 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)	98%	20%
			100%

<b>PY 2023 CAREER TRANSITION SERVICES (CTS) REPORT CARD</b>			
<b>Measure</b>	<b>Definition</b>	<b>Goal</b>	<b>Weight</b>
<b>CTS PLACEMENT OUTCOMES (62.5%)</b>			
Graduate and Former Enrollee Placement Rate	Number of graduates and former enrollees placed in a job, the military, an education/training program, or <u>a job/college combination</u> Number of graduates and former enrollees whose placement records	83%	12.5%
Graduate and Former Enrollee 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	\$17.50	12.5%
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	70%	12.5%
Graduate and Former Enrollee 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%	12.5%
Graduate Placement Prior to Program Exit Rate	Number of graduates placed in an apprenticeship, a full-time job, a full-time or part-time job-training match, the military, full-time college, full-time job/college combination, or a <u>full-time post-secondary training program prior to program exit</u> Number of graduates whose placement is approved in the reporting period PLUS number of graduates whose 90-day window for having an approved placement that occurred prior to program exit has closed	40%	12.5%
<b>Q2/Q4 PLACEMENT OUTCOMES (37.5%)</b>			
Graduate and Former Enrollee Placement Rate in Quarter 2 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 2 survey they are in a job, <u>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 survey they are in a job, <u>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 Median Earnings in Quarter 2 After Exit Quarter*	Midpoint of all Quarter 2 earnings reported by graduates and former enrollees who complete the Quarter 2 survey and report they are in a job or the military	\$7,700	12.5%

<b>PY 2023 CAREER TRANSITION SERVICES (CTS) REPORT CARD</b>			
<b>Measure</b>	<b>Definition</b>	<b>Goal</b>	<b>Weight</b>
Graduate and Former Enrollee Employer Retention Rate	Number of graduates and former enrollees who were employed by the same employer in <u>Quarter 2 and Quarter 4 after exit quarter</u> 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			100%

<b>PY 2023 CAREER TECHNICAL TRAINING (CTT) REPORT CARD</b>			
<b>Measure</b>	<b>Definition</b>	<b>Goal</b>	<b>Weight</b>
<b>Direct Center Services (30%)</b>			
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 IRC or completed an <u>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	90%	10%
CTT Industry-Recognized Credential (IRC) II Attainment Rate	Number of CTT students who attained their first approved Secondary IRC or their second <u>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	92%	5%
<b>CTS Placement Outcomes (40%)</b>			
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	\$18.00	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 combination <u>or a full-time post-secondary training program</u> Number of initially placed CTT completers	90%	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	78%	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	\$18.70	5%
<b>Q2/Q4 Placement Outcomes (30%)</b>			

<b>PY 2023 CAREER TECHNICAL TRAINING (CTT) REPORT CARD</b>			
<b>Measure</b>	<b>Definition</b>	<b>Goal</b>	<b>Weight</b>
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%
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 Median Earnings in Quarter 2 After Exit Quarter*	Midpoint of all Quarter 2 earnings reported by CTT completers who complete the Quarter 2 survey and report they are in a job or the military	\$8,750	5%
*Has Model-based Goal (center level)			100%

PY 2023 ACADEMIC REPORT CARD (ARC)			
Indicator	Definition	Goal	Weight
<b>CREENTIAL ATTAINMENT (20%)</b>			
Average Days to Attain an HSD/HSE	<u>Total days from enrollment to HSD/HSE attainment</u> Number of separated students who attain either an HSD or HSE	---	0%
HSD/HSE Attainment Rate*	<u>Number of students who attain either an HSD or HSE</u> Number of separated students without an HSD or HSE at entry	75%	20%
<b>MEASURABLE SKILLS GAINS (30%)</b>			
Average Literacy EFL Gains*	Sum of Educational Functioning Level gains attained on the <u>highest valid subsequent TABE reading test</u> Number of students who score Educational Functioning Level 4 or below 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	1 EFL	15%
Average High Literacy	<u>Sum of High Reading EFLs</u> No. of students who score EFL 4 or below 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	5	0%
Average Numeracy EFL Gains*	Sum of Educational Functioning Level gains attained on the <u>highest valid subsequent TABE math test</u> Number of students who score Educational Functioning Level 5 or below 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	1 EFL	15%
Average High Numeracy	<u>Sum of High Math EFLs</u> No. of students who score EFL 5 or below 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	6	0%
<b>CTS PLACEMENT (50%)</b>			
HSD/HSE Completer Placement Rate	Number of HSD/HSE 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 HSD/HSE completers whose placement records are due or received or who transferred to an approved Advanced Training program at another center	92%	20%
HSD/HSE Completer Average Hourly Wage at Placement*	Sum of hourly wages of HSD/HSE completers <u>placed in a job or the military</u> Number of HSD/HSE completers placed in a job or the military	\$18.00	15%
HSD/HSE Completer Full-Time Quality Placement Rate	Number of HSD/HSE completers 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 HSD/HSE completers	90%	15%
*Model-based Goal (center level)			100%



<b>PY 2023 CONTRACT REPORT CARD</b>			
<b>Indicator</b>	<b>Definition</b>	<b>Goal</b>	<b>Weight</b>
OA Report Card	The overall rating calculated by summing the weighted performance ratings of all OA Report Card measures	100%	20%
DCS Report Card	The overall rating calculated by summing the weighted performance ratings of all DCS Report Card measures	100%	25%
CTS Report Card	The overall rating calculated by summing the weighted performance ratings of all CTS Report Card measures	100%	25%
CTT Report Card	The overall rating calculated by summing the weighted performance ratings of all CTT Report Card measures	100%	15%
Academic Report Card	The overall rating calculated by summing the weighted performance ratings of all Academic Report Card measures	100%	15%
			100%