

WIOA Performance Workgroup

Meeting Minutes

August 28, 2015

**Attendees:**

Lynda Weber, Lynda.weber@maryland.gov

Patti Morfe, pmorfe@oedworks.com

Linda Siegel, sdsiegel@swnetwork.org

Karen Hamilton, khamilton@swnetwork.org

Lura Bozarth, lbozarth@baltimorecountymd.gov

John Stem, john.stem@maryland.gov

Tom Schevrich, Thomas.scheurich@maryland.gov

Sue Page, Suzanne.page@maryland.gov

Jason Papanikolas, jpapanikolas@aawdc.org

Suzy Beegle, suzy.beegle@maryland.gov

Michelle Gallipoli, michelle.gallipoli@montgomerycountymd.gov

David Jorgenson, david.jorgenson@maryland.gov

Virginia Santiago, vsantiago@pgcedc.com

Mary Ellen Branham, Maryellen.branham@maryland.gov

Tom Byrne, tbyrne@frederickcountymd.gov

Scott Dennis, scott.dennis@maryland.gov

Sara Muempfer, sara.muempfer@maryland.gov

Patricia Tyler, patricia.tyler1@maryland.gov

**Meeting Objectives:**

DOL seeks comments on “PIRL,” Participant Individual Record Layout, by September 21, 2015. The PIRL contains the 60 required elements that should be shared upon the core programs. They are seeking comments that fit into 6 categories:

- On whether or not the number and type of collection documents are appropriate;
- On the proposed use of collected information;
- On the general amount of burden associated with this ICR;

- On proposed definitions in the collection, including support for or opposition with proposed definitions, suggested corrections or modifications, and suggestions relating to removals or additions;
- On the suggested methods and use of the PIRL. Include what is useful and where improvements could be made. Be sure to include suggestions/ solutions for problems that you identify in your comments; and
- In support of, or with suggested modifications, to the purpose, scope, or benefits of the collection.

### **The Supporting Statement:**

Issues with, definition of exit, listed on page 16. Exit is defined as no staff assisted services for 90 days person will exit on the last staff assisted service date. After 90 days, if person returns and exits in the same program year, then exit is the last/most recent exit date. The record will then in reporting have a 90 day gap in service delivery.

DORS basis data on a federal fiscal year, not a program year. They have the ability to hard exit participants. WP and WIOA are based on program year. Which programs extend DORS or does DORS extend WIOA/WP; DORS can hard exit. It appears based on definition of exit staff will not be aware of 1<sup>st</sup> record exit until after 2<sup>nd</sup> record exits. This is confusing. Also the burden and cost to produce a system or programming code to complete this maybe higher than funds available for this.

#### Issues with this definition of exit:

- Self-services are gone in this equation. Retention and follow up services will not extend exit.
- Messes up performance reporting with the new exit dates, because a later date recorded, sets a different timeframe for follow up and performance reporting
- How do we know when they reenter for the partners, how do we share this data
- Reporting year for each organization is different, with different reporting requirements
- Data system cannot be merged to determine date, either need data warehousing with common elements not only to report out to federal government but to update our preexisting systems
- How are participants counted? If they return in same year and exit in same program year then only count them 1 time, but if active in another program year then count them 2 times. If exit occurs after reporting period how would you know how many to count.
- DORS closes out and exits and the data should not be changed for that reporting quarter, but the PIRL is stating that we have to be able to open the exit when a partner program is still serving them
- Co-enrollment, what does that look like
- For core programs, 90 days inactivity, staff assisted only, leads to exit. If still being served by a partner program, we may never know what the exit date is
- Are we required to report single program data to DOL, or multi program data?
- Not ready for single exit, what is feasible, maybe we submit data separately to DOL based on each programs requirement and the federal government combines the data?

- The system requirements are unrealistic, only 8 million to build systems on federal level, but operational and fiscal systems will need to be merged. More funds are needed. Page 5 of supportive statement has to update current system in order to collect this data, for which program? Or for all 6?
- The definition of exit and participant loses our ability to track performance, since many measures are exit based, any core program maybe extending the exit, but we would not know what final exit date is. We need to work together, ensure what elements we do share have common definitions and share customer results, so a successful person for us is also successful in another programs reporting
- There are universal penalties for non-compliance across partners, what are those sanctions?
- WIOA reports by county/local area, DORS reports by state, not local
- Ask for reporting exceptions. If data not available can we report blanks, since not available.
- How do we define/count “supportive employment”, count as subsidized employment for DORS/DHR?

### Barrier to Employment

- Listed on page 4.
- These maybe used to in defining the regression model. Maybe some barriers are missing. Ex-offender, is defined in part by judicial case search, keep as listed in PIRL. Homeless, PIRL, couch jumping included, MSFW, runaway youth age defined, foster care individual ages out at 21, individual with disability is self-reported, reporting two different ways. These raise questions, can we report different things. What happens in PIRL if multi organizations are reporting different things, i.e. disability or veteran? Priority of service is now a feature and this information is necessary in determining priority.
- Will regression model use these barriers to adjust goals and create locally adjusted goals?
- English Language Learner is defined in PIRL. Literacy testing is easy. Function in society is concerning and needs guidance
- TANF, lifetime eligibility is 5 years, but barrier to employment is likely to exhaust within 2 years. Can state release this data to local areas?
- Governor can determine additional barriers. Many in room felt Transportation and Childcare should be added and reported in the PIRL.

### Data Elements of PIRL

If a core program does not collect the data, can it be left blank, not available. Also, if core programs are required to enter the data, what happens if there are conflicting data listed by different core programs?

1. Unique identifier: each program has a different number. Warehouse could create a common number. How to do this across 4 core programs? And historical data issues?
2. State ID
3. DOB: allowed to be blank. Is this an error?

4. Gender: new is #9, what about transgender?? This will effect selective service assignment, since based on gender being male
5. Hispanic/Latino Ethnicity: no change, what is data being used for
6. Race Fields: American Indian, Alaskan Native, Hawaiian/Pacific Islander, White, African American: no change for WIIOA/WP reporting, added more comprehensive definition
7. Employment Status at Program Entry: Which program, added additional definition, for not in labor force
8. Displaced Homemaker: definition is as listed in WIOA
9. Low Income: living in high poverty, is this self-attested, how is this be defined. Free and reduced lunch, what verification. Define poverty area.
10. Individual with disability
11. Offender
12. Homeless
13. Foster Care
14. English Language Learner
15. Low Levels of Literacy
16. Cultural Barriers: definition is very vague, how do we test for this
17. MSFW
18. Exhausting TANF in 2 years
19. Single Parent: applies to male and females
20. Long Term Unemployed: new, definition is same as NEGs
21. Highest Grade Completed: same reporting
22. School Status at participation: add compulsory school to definition. Which program reports this?
23. Basic Skill Deficient: no change
24. Date of Program Entry: Which program? Do reportable participants get a program entry date? Staff Assisted only?
25. Date of Program Exit: Which program? Do those with reportable services only get an exit? Recommend/Need a universal release form for all programs to determine greatest exit date.
26. Adult: no change. How would other core programs like DORS report this, can they leave these type of entries blank since not collected
27. Dislocated Worker
28. Youth
29. Adult Education
30. Vocational Rehabilitation: do other programs, not DORS, leave this blank
31. WP
32. Exclusionary Reasons: Please note family Care is removed. Why was family care removed? Was this an oversight? Is family care not a sufficient reason to drop out of a program? Eligibility not determined is also new and will be a monitoring issue. What if a participant relocates out of the country to native country (can this be an exclusion)? Retirement is another reason for exit, but an automatic negative for placement, can this not just be an exclusion?
33. Received Training: leading to a credential, go into performance or not if training not leading to credential

34. Date Enrolled in Education/Training Program Leading to a Recognized Post-Secondary Credential or Employment During the Program
35. Enrolled in Secondary Education
36. Employed Quarter After Exit and Employment Match After Exit: Military is listed as employed after exit is a 3, match has it listed as a 4, but states to record military and federal matches as 6 supplemental. Supplemental wages is a burden for DORS to collect.
37. Measurable Skill Gain Educational Achievement: for all WA, WD and Youth. EFL for Adults? Yes literacy numeracy for non-youth, adult education too. Incarcerated individuals are included here.
38. Measurable Skill Gain Secondary/Post-Secondary Transcript/ Report Card: requires system changes to answer questions
39. Measurable Skill Gain Training Milestone: burden of data collection
40. Measurable Skill Gain Skills Progression: burden of data collection and system updates.
41. Career Service: Basic or Individualized service should be reported here
42. Employer Effectiveness: based on employer FEIN 2<sup>nd</sup> and 4<sup>th</sup> quarter after exit

### **WIOA Reporting Templates:**

#### ETPL

- Eligible Training Provider List, comes currently from MHEC.
- Information coming from schools. Employment and median earnings data from University of Baltimore, Jacob Francis Institute.
- Looking at one stop data.
- Collecting same information as local areas.

#### WIOA Performance Template

- Check box for each program or combined.
- Numbers for reports will come from extracts.
- What is the cost per?
- Do we have to report for 5 core programs separately?
- Credentials and Measurable Skills gains have separate forms. Why is this separated out?

#### WIOA Local Area Report

- Measures same as state level report.
- Why is statewide listed? Could be because WP is included.
- Cost per participant served? Does not take into account exceptions.
- Collect barrier information based on point entry into program, which program do we use?
- DORS has check box for local report, how will that be reported since DORS reports statewide only not by county

### **Measurements/Calculations:**

- Training: who counts as being trained?, is this based on unique record, is total amount each listed by individuals so each training listed will show cost by person
- Number 8 appears to have a typo. Cost per participant served training service, list definition as funds expended divided by count of individuals served during the period of the report who received Career Services only. Should Career Services actually be Training Services?
- Training Related Placement- is not 100%, based on if staff entered it or ONET codes match
- What is the reporting periods, schedule of reports
- Participants Exited, current PY, what is meant by reporting year. Program (WP/WIOA), or Fiscal (DORS, JSVG)
- Credential rate is based on 365 days not a year
- David Jorgenson from MHEC will check to see if credential is something that can be provided to locals. An option is to modify ITA to say will provide credential, etc. depends on institution
- Measurable Skill Gains: those in prison at any time during participation or after exit are included in this measure. Is that an oversight? If after exit, prison itself is not a measurable skill gain.

### **Meeting Summary:**

We covered a lot of information today. We hope to have a draft of comments ready for workgroup by September 12. If you have any additional comments, questions, or suggestions, please email them to Lynda and Patti by September 4, 2015.