

WIOA Adult Education & Career Pathways Workgroup

July 10, 2015

Attendees: Patricia Tyler, Alice Wirth, Mary Sloat, Raiana Mearns, Elizabeth Sinnes, Bruce England, Michelle Frazier, Helen Coupe, Molly Dugan Bayo Adetunji, Erin Roth, Jeff Trice, Brandon Butler, Linda Weber, Rodrigue Vital, Barbara Denman, Marina Solovey, Nancy Hauswald, Lyn Farrow, and, David Croghan (by telephone)

The meeting began at 10:00 am with introductions and a brief review of the challenges to career pathways planning that were discussed in the June 12th meeting. Part of our task as a group will be to work toward possible solutions to these challenges.

Lynda Weber, the Chair for the Performance Work Group joined us to discuss the work that had been done in providing comment on the performance definitions in the Notice Of Proposed Rule Making (NPRM). The rules are not final and performance measures will likely not be released until January 2016. (See PowerPoint for July 10th meeting for details)

The following WIOA performance measure definitions were discussed.

“Participant” and “Reportable Individual”

The Performance Workgroup proposes a consistent definition of “participant” across the core programs. The proposed definition excludes self-assisted individuals because minimal resources are spent on them. This was a significant change from WIA and a surprise to the field. Participants in the core programs are included in performance calculations. Self-service utilization may be clarified in future guidance under the “reportable individual” definition.

Exit

Exit for core programs except Vocational Rehabilitation is defined as the last date of staff- assisted service. The Department asked for comment on whether self -service should extend the exit date beyond the final staff-assisted service. Comment was also needed on the current proposed definition of exit (program specific) or a cross-program or common exit. This would require the ability to exchange data efficiently across State agencies.

Performance Measures

WIOA measures employment and earnings in the 2nd and 4th quarters after exit. Comment was requested on the advantages and disadvantages of reporting employment retention rate in addition to the employer rate. The use of “median” wage is a shift from the use of an “average” under WIA. In adult education this is the first time that we are required to measure earnings. The group spent some time discussing how goals should be set if a jurisdiction is serving a more difficult population. This was done under JTPA. Further negotiation and adjustment will be required. There are no regressive targets at this time under WIOA, which establishes two periods for goals. This was not popular among the Performance Work Group members who preferred to negotiate one goal with the option of renegotiation.

Credential Attainment

Under WIOA participants who obtain a high school diploma or its equivalent are included in the percentage only if they are employed or enrolled in an education or training program leading to a recognized post-secondary credential within one year after program exit. This is a difficult change for adult education. There's no good way to capture those who transitioned to post-secondary education. The *National Student Clearinghouse* was used to track postsecondary outcomes during the last year, but unfortunately did not assist in improving outcomes for this measure. Community colleges do not typically report outcomes for developmental and continuing education. David Croghan will check into the reasons for this with his Institutional Research team but thinks it might have something to do with registering people who might become part of the denominator. Another question is does the NSC measure enrollments or completions?

The term "recognized postsecondary credential" should be clarified. How do we determine which credentials are recognized? It seems likely that a Correctional Education Workforce program should be recognized. Many rely on basic familiarity with available programs that are known to be recognized.

The cohort measures that were previously used to capture adult education employment and transition outcomes will probably not continue; this may affect performance and require adjust of performance targets. Correctional education students will be unable to meet this requirement. Adult education also serves a number of undocumented students. Those without social security numbers are considered "not in the labor force" for reporting purposes and would not be part of the denominator for employment measures. Some discussion ensued about the need for common definitions. In Title I, "not in the labor force" counts. We are still awaiting guidance on definitions. This will be critical if we start using a common intake form.

Measurable Skill Gain

There is confusion about *measurable skill gain* and about how this performance will be measured with education and workforce. For low-skilled adults, progress in literacy activities can be tracked while they are enrolled in an adult education program.

Effectiveness in Serving Employers

Effectiveness in Serving Employers suggests three ways to measure, none of which actually get at effectiveness. These include wage records, repeat/retention rates for use of core programs and number of employers using core services

Youth Indicators

Differences between WIA and WIOA (Please see handout)

Out-of-School Youth: aged 16 – 24 + additional requirements

In-School Youth: aged 14- 21 + additional requirements

Adult education students are defined as out-of-school under WIOA. Adult education needs to stay in communication with the school systems to resolve the compulsory school attendance issue.

Issues to consider

- Better way to capture those who transitioned to post-secondary and employment
- Common definitions of “exit”/ “not in the labor force”
- Recognized post-secondary credential
- A chart or crosswalk showing “what was, and what is” may help our understanding
- Data stored in different systems/matching of the different data systems
- List of approved programs
- Documenting credential and completion across colleges

The meeting adjourned at 12:00 pm. The next meeting will be held on August 21st at MDOT.wilco.net