

Program Year (PY) 2004 Performance and Results

Program Year 2004 Achievements:

In Program Year 2004 (July 1, 2004 - June 30, 2005) the Section 166, Indian and Native American (INA) program assisted 17,883 low income and unemployed Native Americans with occupational skills training, employment related training and other employment related services. Of the 17,883 individuals that participated in the program, 12,893 participants exited the program after completing training or receiving an employment related service. Of the 12,893 exiters, 6,896 (53.5%) were placed in jobs. 10,877 of the 12,893 exiters (84.4%) successfully completed their training, were placed in jobs or further enhanced their ability to obtain employment. On average, individuals participating in the program increased their hourly wage rate by \$3.50. As shown in the [National Summary](#) and time trends, the number of individuals served was slightly less than PY 2003.

Program Year 2004 GPRA Performance:

The Government Performance Results Act (GPRA) of 1993 established the requirement for Federal agencies to develop performance goals that hold programs accountable for achieving results. The Section 166 program had two GPRA goals for PY 2004; **1)** a 54% Entered Employment Rate and **2)** a \$3.50 Hourly Wage Gain. These goals are defined below:

- **Entered Employment Rate (EER)** - The EER measures the number of individuals that were placed in jobs at exit from the program. The goal set for the section 166, INA program was to place 54% of individuals exiting the program into jobs. The INA program achieved an EER of 53.5%. Click on the National Summary link above to see how the EER rate for PY 2004 compares to previous years.

| <u>Goal</u> | <u>Actual</u> | <u>Goal Achieved</u> |
|-------------|---------------|----------------------|
| 54% | 53.5% | No |

- **Hourly Wage Gain** - The Hourly Wage Gain is measured by comparing average hourly wages prior to participation (pre-program wages) to the average hourly wages upon completion (post-program wages) of the INA program. (Note: only individuals that exited the program and were placed in jobs are included in this measure). The goal set for the section 166, INA program was to increase the hourly wage gain of individuals exiting the program and being placed in jobs by \$3.50. The INA program achieved a \$3.50 Hourly Wage Gain, which exactly meets the goals set for the program. Click on the National Summary link above to see how the EER rate for PY 2004 compares to previous years.

| <u>Goal</u> | <u>Actual</u> | <u>Goal Achieved</u> |
|-------------|---------------|----------------------|
| \$3.50 | \$3.50 | Yes |

- **Efficiency Measure** - The Efficiency Measure is not a GPRA measure, however, it is an important indicator of program performance as it measures the "cost per participant" or the amount it costs to serve a participants. The efficiency measure is calculated by dividing the total grant funding amount by the total number of participants. The efficiency goal set for the INA program was \$2,300. The actual efficiency for the INA program was \$2,583.

Individual Grantee Performance - GPRA Measures:

The ability of the section 166 INA program to meet GPRA goals at the Federal level is dependent on the ability of each section 166, Native American grantee to meet its goals at the local level. The links below show how each grantee contributed to the GPRA goals established for the INA program.

- [EER - Individual Grantee Performance](#) - This link provides the minimum standard, goal and actual outcome for the EER. A grantee's actual outcome must be equal to or greater than the minimum standard in order to meet the EER measure. The last column indicates whether or not this measure was achieved by the grantee.
- [Hourly Wage Gain - Individual Grantee Performance](#) - The Hourly Wage Gain was a new GPRA measure in PY 2004 and minimum standards and goals had not been established. Therefore this link only shows each grantee's "actual" average hourly wage gain. It does not establish minimum standards, goals nor does it indicate whether or not each grantee passed or failed this measure.
- [Efficiency Measure - Individual Grantee Performance](#) - The Efficiency measure is used only as an "indicator" of program performance. While it is not a GPRA measure, it is used to indicate a grantee's average cost to serve a participant. A high efficiency measure - or average cost per participant - is not necessarily an indicator that a grantee is inefficient. For example, some grantees may invest more money and resources into training participants. However, when used with other performance measures and indicators, it can be used to determine whether the grantee is investing more money in participants or if it is spending more money on program operations. Grantees with an efficiency measure over \$5,000 are encouraged to review their program operation to find ways to serve more individuals.

Individual Grantee Performance - Menu of Measures:

In addition to GPRA measures, grantees are required to select three measures from a menu of thirteen measures. In order to meet program performance, grantees must meet two out of the three measures they select. The link below shows whether or not grantees met two out of the three measures they selected.

- [Individual Grantee Performance – Menu of Measures](#)