

Program Year (PY) 2005 Performance and Results

Program Year 2005 Achievements:

In Program Year 2005 (July 1, 2005 - June 30, 2006), the Section 166, Indian and Native American (INA) program assisted 17,115 low income and unemployed Native Americans with occupational skills training, employment related training, and other employment related services. Of the 17,115 individuals that participated in the program, 12,539 participants exited the program after completing training or receiving an employment related service. Of the 12,539 exiters:

- 7,143 (57.0%) were placed in jobs.
- 10,834 (86.4%) recorded a positive exit, meaning that they were placed in jobs, successfully completed their training, or entered a training program (s) not funded by Section 166.
- On average, individuals who exited with a job increased their hourly wage rate by \$4.80.

As shown in the [National Summary](#) and time trends, the number of individuals served and the number who exited were slightly fewer than in PY 04, but this decline is partly due to the fact that one additional grantee began participating under Public Law 102-477 in PY 05, which exempted it from reporting its data to ETA.

Meanwhile, INA grantees recorded considerably higher performance in PY 05 than they did in any prior year. For example, the 57% who were placed in jobs in PY 05 compares with 53.5% who were placed in jobs in PY 04, and the 86.4% with a positive exit in PY 05 compares with the 84.4% rate recorded in PY 04. Similarly, the \$4.80 average increase in hourly wages in PY 05 exceeds PY 04's increase (of \$3.50) by \$1.30.

Program Year 2005 GPRA Performance:

The Government Performance Results Act (GPRA) of 1993 established the requirement for Federal agencies to develop performance goals that would hold programs accountable for achieving results. The Section 166 program had two GPRA goals for PY 05; **1)** a 54% Entered Employment Rate at Exit and **2)** a \$3.70 Hourly Wage Gain. These goals are defined below:

- **Entered Employment Rate at Exit (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 57.0%. Click on the National Summary link above to see how the EER rate for PY 05 compares to previous years.

Goal
54%

Actual
57.0%

Goal Achieved
Yes

- **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 (exit) of the INA program (post-program wages). (Note: only individuals that exited the program and were placed in jobs are included in the calculation). The goal set for the Section 166 INA program was to increase the average hourly wage gain of individuals exiting the program and being placed in jobs by \$3.70. The INA program achieved a \$4.80 average Hourly Wage Gain, substantially exceeding this goal. Click on the National Summary link above to see how the average Hourly Wage Gain for PY 05 compares to previous years.

<u>Goal</u>	<u>Actual</u>	<u>Goal Achieved</u>
\$3.70	\$4.80	Yes

- **Efficiency Measure** - The Efficiency measure was not a GPRA measure for PY 05 but is an important indicator of program performance as it measures the "cost per participant" or the amount it costs to serve participants. The efficiency measure is calculated by dividing the total grant funding by the total number of participants. The actual efficiency for the INA program in PY 05 was \$2,654.

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 the grantee "Passed" or "Failed" this Measure.
- [Hourly Wage Gain - Individual Grantee Performance](#) - Minimum standards and goals have not been established on the Hourly Wage Gain for individual grantees. Therefore, this link only shows each grantee's actual average hourly wage gain. It does not establish minimum standards or 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 as an indicator of program performance for individual grantees but it is not a GPRA measure used in determining the overall performance of the Section 166 program. The Efficiency measure 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. 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 \$3,500 should review their program operation to determine if there ways to provide the same level of service while serving more individuals.

Individual Grantee Performance - Menu of Measures:

In addition to GPRA measures, in PY 05 grantees were required to select three measures from a menu of thirteen measures. In order to meet program performance, grantee must have met performance expectations on two out of three measures they selected. The link below shows which measures each grantee selected and whether it met the two out of three requirement.

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