



Overview

- Common Measures: Where did They Come From and What are the Benefits?
- Common Measures Concepts
- New Reporting Elements
- Technical Assistance Inquiries

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Where did it come from?

In 2001, the President announced a Management Agenda to improve the management and performance of the Federal Government.

As part of the initiative, programs with similar goals were to apply a consistent (common) set of measures in order to measure and report their performance.

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Key Dimensions

- During the transition year, the application of Common Measures to HVRP and VWIP was a **work in progress**.
- It still requires **partnership and dialogue** between VETS Staff and the Competitive Grantees.
- It has always been the intent of the agency to **accommodate** this new Common Measures performance methodology.
 - > While **retaining** certain key measures that are appropriate for HVRP and VWIP.
 - > Without allowing the new measures to **adversely impact** the delivery of services by these programs.

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Common Measure Benefits

- Establishing consistent methodology across federal programs allows us to highlight our comparable success which hopefully will lead to increased funding in future years.
- Maintaining the Common Measures and certain key "old" measures allows us continue to analyze trend data and to compare future results against current performance.
- New Common Measure reporting requirements place stronger emphasis on longer retention which should increase overall retention results and thus add additional credibility to our claims of program success.

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Key Concepts

- Participant
- Placement into Employment
- Exiter
- Exit Quarter
- Entered Employment
- Entered Employment Quarter
- Employment Retention
- Average Earnings
- Employment Retention/Average Earnings Quarters

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Participant

- A participant is an individual who is determined to be eligible to participate in the program

AND

- Receives a service funded by the program
- A Participant is equivalent to an Enrollee in HVRP and VWIP

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Placement into Employment

- Eligible Participants who are placed into employment or otherwise obtain employment as a result of grantee provided services.
- Grantees are allowed to report and take credit for one (1) placement per enrolled eligible participant per program year (PY).
- Placement was previously called Entered Employment but that term now is defined differently under Common Measures.

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Exiter

- An Exiter is a participant who has not received a service for 90 days and is not scheduled for future services.
- This includes those placed in employment **AND** those who leave the program.
- Once Participants placed in employment become Exiters, the sequence for tracking their outcomes is determined by the Exit Quarter.

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Exit Quarter

- The Exit Quarter is identified **retroactively** as the quarter during which the Participant received the last service.
- Example: A Participant's last date of service is during the 1st grant quarter. During the 2nd quarter it is determined that he/she qualifies as an Exiter, so the Exit Quarter is the 1st quarter but it is **reported** during the 2nd quarter.

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Entered Employment

- The status of those Participants who are employed (earned wages) in the first quarter **after** the Exit Quarter.
- This is the most significant definitional change for HVRP and VWIP under the Common Measures because it measures Entered Employment at the point in time at which HVRP and VWIP are accustomed to measuring 90-Day Retention.

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Entered Employment Quarter

- The Entered Employment Quarter is the quarter **AFTER** the Exit Quarter.
- By extending the point of measurement for Entered Employment by one quarter the Common Measures also extend by one quarter the points of measurement for 90-Day and 180-Day Employment Retention.

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Employment Retention

- Employment (with any earned wages) in **both** quarters after the Entered Employment Quarter.
- Does not have to be the same employer or continuous employment but the Participant must have had some employment (earnings) in **both** quarters after the Entered Employment Quarter.

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Average Earnings

- Based on (earned wages) during the two quarters after the Entered Employment Quarter.
- Includes only those Participants who meet the Employment Retention criteria.
- A Participant who Entered Employment but did not meet the Employment Retention criteria would **NOT** be included in the Average Earnings.
- See example scenarios at the end of presentation.

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Employment Retention and Average Earnings Quarters

- The Employment Retention (180-Days) and Average Earnings Quarters are the two quarters after the Entered Employment Quarter.
- Those two quarters provide the basis for measuring both Employment Retention (180-Days) and Average Earnings.

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A Four Quarter Sequence

- **Quarter 1:** A Participant is placed or terminated or drops out and the quarter of that event becomes the Exit Quarter.
- **Quarter 2:** A Participant is employed in the quarter after the Exit Quarter and that quarter becomes the Entered Employment Quarter.
- **Quarters 3 & 4:** A Participant is employed in the two quarters after the Entered Employment Quarter and those two quarters become the Employment Retention (180-Days) /Average Earnings Quarters.

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What is Changing?

<u>This Year</u>	<u>Previous Years</u>
• Participants Enrolled Must be entered	> Participants Enrolled No change
• Placement into Employment Must be entered	> Placements No change
• Exiters Must be entered	> N/A
• Those w/o service for 90 days	
• Entered Employment Auto-calculated	> # Retaining Jobs for 90-Days New title, Same principle
• # Employed after exit qtr.	
• 90-Day Retention Auto-calculated	> # Retaining Jobs for 180-Days New title, Same principle
• # Employed 1 st & 2 nd qtr after exit qtr.	
• Employment Retention (180-Day) Auto-calculated	> N/A
• # Employed 1 st 2 nd & 3 rd Qtr. after exit qtr.	
• Average Hourly Wages Auto-calculated - If all spreadsheets are utilized	> Average Hourly Wages No change
• Average Earnings Auto-calculated - If all spreadsheets are utilized	> N/A
Based on 2 nd & 3 rd qtr. earnings	

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How are we going to get it?

- Supplemental Data may be used to establish employment and retention.
- Approved Supplemental Data includes:
 - > Participants pay stubs.
 - > Employer confirmation of employment (letters).
 - > UI Wage Data.
 - > Documented Grantee Phone Conversations w/ participant or employer.
- Supplemental Data and methods must be documented and are subject to audit.
- Obtaining quarterly pay stubs from Exiters who still are in touch with the grantee would be a good standard procedure to implement.

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Exiter Exemptions

- Participants experiencing a gap in service of 90-days or more due to:
 - Delay before the beginning of training.
 - A serious health/medical condition.
 - Temporary departure from the area such as for National Guard/Reserve duty.

may be temporarily exempted from being exited for a portion of the grantee's period of performance.

- But not exempted from exiting due to delayed training.
- The general rule is that ALL Participants are to be exited at the conclusion of 4th quarter.

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Continuation of Services

- The general rule to exit all participants helps to clarify the appropriate approach to the continuation of services in the new PY:
 - All participants during a grantee's one-year period of performance are exited at the end of the 4th Qtr.
 - For those who were exited because the grantee's period of performance ended while they were still active participants (i.e. they were not placed, were not terminated and did not drop out), the grantee and participants' may choose to re-enroll depending on whether services are still needed.

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Entered Employment RATE

**Number Employed in the
Entered Employment Quarter**

divided by

**Number of Exitters
during the Exit Quarter**

(Remember that "exit" is retroactive to the previous quarter. So, for quarterly reporting, the Entered Employment Rate is the percentage of those employed in the current quarter out of those who exited during the prior quarter.)

*** VOPAR will do the calculations!

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180-Day Employment Retention RATE

**Number Employed in Both Quarters
After the Entered Employment Quarter**

divided by

**Number who Entered Employment
in the Entered Employment Quarter**

***VOPAR will do the calculations!

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Average Earnings

**Total earnings for those Participants who are
employed in both of the Employment
Retention/Average Earnings Quarters**

divided by

**The number of participants who are employed
during both of the Employment/Average
Earnings quarters**

Grantees must verify and document (in the participant case management files)
wages for all participants who entered employment.

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Example Scenarios

1: What if you record a placement, but the participant does not remain employed for 90-Days?

- a. If participant returns for services, grantee may continue serving participant without exiting them.
- b. If participant does not return within 90-Days, grantee may exit participant. In both cases, the grantee takes credit for the placement, (old measures) but not for an entered employment (Common Measures).

2: What if a participant remains employed for the 90-Days, but loses his position afterwards? The participant will be exited from the program; grantee will be given credit for the entered employment.

- a. If the participant gains additional employment during the second and third quarter after exit, then the grantee takes credit for employment 180-Day retention. The employment does not have to be continuous or the same employer they just have to earn wages.
- b. If the participant does not retain additional employment and returns for additional service. The grantee may reenroll the individual and re-start the process.
- c. If participant does not retain employment and never returns. Then they are counted as an exiter and as an entered employment, but not as an employment 180-Day retention.

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Example Scenarios

#3: When do we exit a participant?

- a. *The Quarter after a participant enters employment.*
- b. *If a participant is placed into employment, loses his position, but does not return for additional pre-employment services for 90-Days.*
- c. *If a participant does not return for services for 90-Days.*

NOTE – Providing *Post employment/retention services does not delay a participant from being exited.*

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Technical Assistance Inquiries

- **Grantees are to contact their DVET/GOTR for technical assistance.**
- **DVETs/GOTRs are to contact their RAVET and /or Regional CGEC Members for technical assistance.**
- **RAVETS and CGEC Members are to contact the Competitive Grants lead for technical assistance.**

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