



COMMON MEASURES BINGO ANSWER KEY

1. Which of the three Adult common measures that apply to labor exchange programs are based on *all* adults?

Answer: None, because there is no adult measurement cohort that consists of “ALL adults.” Rather, the cohorts for the three adult common measures represent some *portion* of adult participants. Take the example of Entered Employment, which is based on *those [adults] not employed at participation*.

2. In what way is the Youth Placement in Employment and Education common measure similar to the Adult Entered Employment Rate?

- A. The timing of what’s considered a positive outcome
- B. They use the same exit cohort
- C. They’re not similar in any way
- D. They both use the third quarter after exit as a frame of reference

Answer: A. Outcomes are achieved in the *1st quarter after exit* for both measures.

3. All individuals who exit in the same calendar quarter are part of a group known as what?

Answer: Exit cohort. Although “cohort” is correct, keep in mind that there can be many different kinds of cohorts – not all of which are *exit* cohorts.

4. TRUE or FALSE: It is not possible for the same individual to be part of a participant cohort and an exit cohort at the same time.

Answer: FALSE. If we change the wording around, or just did some “translating,” this is basically saying that it’s not possible for an individual to be a *participant* and an *exiter* in the same calendar quarter. This, of course, is false, because it is quite possible to begin participation in, let’s say May, and to exit the following month in June, which is still the same calendar quarter. In this situation, the individual is part of a *participant cohort* in the same calendar quarter in which he or she is also part of an *exit cohort*.

5. One significant change from the former Wagner-Peyser and VETS measures to the common measures is the method of determining labor force status at participation. Under common measures, whether or not the individual is employed at participation is based on information from what source?

Answer: The participant (not UI wage records)

6. Which of the following statements is FALSE?

- A. Common measures are a core component of a comprehensive accountability system, but not all that is required
- B. Most of the common measures are exit-based; the one exception pertains to youth
- C. A gap in service stops the 90-day clock, preventing an unintentional exit
- D. A participant cohort is just as important as an exit cohort

Answer: D. The reason that a participant cohort is *not* as critical as an exit cohort is simply because five of six common measures are exit-based; therefore, *exit* cohorts are the basis of calculations in five of six measures. (The one exception is Youth Literacy/Numeracy.)

7. For how many measures would you be held accountable in the case of a veteran who was employed at participation but is not employed in the first quarter following exit?

Answer: Zero. The Entered Employment Rate includes only those NOT employed at participation whether we are serving a veteran or not; therefore, this individual would *not* be part of the calculations for Entered Employment. Further, in order to be included in both the Retention Rate and Earnings measure, the individual must be employed in the 1st quarter after exit. Since our customer is *not* employed in the 1st quarter after exit, he or she is not a part of these two measures either. Therefore, no measures are “attached” to this customer.

8. A person formally “exits” on March 31, 2006. Which of the following statements is TRUE?

- A. If the individual is employed the next day, that’s a positive Entered Employment outcome
- B. If the individual is employed in July 2006, that’s a positive Entered Employment outcome
- C. If the individual is employed in June 2006, that’s a positive Entered Employment outcome
- D. A and C
- E. None of these statements is true

Answer: D (A and C). If a participant exited on March 31st, then he or she is exited on the last day of the calendar quarter. If the individual is employed the next day (i.e., April 1), that is a positive outcome for Entered Employment. Therefore, A is true. But C is also true because the “quarter after exit” in this example is April-June 2006 (so employment anytime between April 1 and June 30 is considered positive).

9. Different programs have historically defined *retention* in a number of different ways. For instance, prior to 7/1/05, Wagner-Peyser programs looked at “two quarters after the entered employment quarter,” whereas WIA used to look at “the third quarter after exit.” Under common measures, that confusion no longer exists. How can we similarly characterize *retention* under common measures?

Answer: The correct response is “2nd and 3rd quarters after exit” because that is the frame of reference or basis for retention. In other words, this is time period during which a positive outcome is captured.

10. Which of the following statements about the Literacy/Numeracy common measure is *FALSE*?

- A. All out-of-school youth must be pre-tested in accordance with federal guidelines, even if they finished high school
- B. The primary focus is basic skills deficient youth
- C. There are specific circumstances under which a different assessment tool can be utilized for pre- and post-testing
- D. Only specified assessment instruments can be utilized

Answer: C. The same assessment tool must be used for both pre- and post-testing. All other statements are true.

11. For which *exit-based* common measure can the outcome be attained *during participation*?

Answer: Youth Attainment of Degree or Certificate. A positive outcome for this measure can be achieved anytime during participation through the end of the 3rd quarter after exit. Although it’s true that a positive outcome can be attained during participation for the Youth Literacy/Numeracy measure, this measure is not exit-based.

12. Which of the following statements about *Employment Retention* is true?

- A. We’re looking for a positive outcome in two separate quarters
- B. A positive outcome indicates continuous employment
- C. “Employment” does not have to signify employment with the same employer
- D. Supplemental data cannot be utilized to demonstrate a positive outcome
- E. A and B
- F. A and C

Answer: F (A and C). A is true because a positive outcome for retention is based on employment in the 2nd and 3rd quarters after exit (i.e., two separate quarters). C is true because employment does not have to be with the same employer; that is not part of what is considered a positive outcome. B is false for the very same reason that C is true. Continuous employment would imply the same employer and that is not a requirement. And D is likewise false because supplemental data *can* be used to demonstrate both employment and retention.

13. When we think about “who” is included in performance calculations, we’re referring to the “universe” of individuals included in the calculations. What’s another term we could use besides “universe?”

Answer: Cohort, Measurement Cohort or Denominator

14. If we have a veteran employed in the first quarter after exit, how can this individual be excluded from the *Retention* measure? (Note that there is more than one answer.)

Answer: Institutionalized; Health/Medical or Family Care; Deceased; Called to Active Duty; or Invalid SSN. In other words, any of the allowable exclusions apply with the exception of “relocated to a mandated facility,” which applies only to youth.

15. TRUE or FALSE: Consistent with the rolling four-quarter methodology, quarterly program reports will contain four quarters of data for any particular reporting element but the four quarters utilized will be different based on when the information is available to report.

Answer: TRUE, because the data become available at different times whether we’re talking about reporting elements or performance measures. For instance, data on *participants* is available before data on *exitters*, and data on *exitters* is available before data on *employment outcomes*. Therefore, the four quarters of data that are reported will vary based on the reporting element or performance measure in question.

16. We have a One-Stop customer who began participation as a VETS/LVER customer. The individual was co-enrolled in WIA to enable him to take part in a training program funded with WIA adult monies. Halfway through the training, this individual’s reserve unit was put on active duty status. For what performance measure or measures would you be held accountable?

Answer: None. A reservist called to active duty (for at least 90 days) is one of the circumstances where exclusion from performance measures is allowed.

17. Under what circumstances can partner services be utilized to extend an exit date? Specifically, how can VETS-funded services extend a WIA adult participant’s exit date?

- A. If both programs agree to a common exit date
- B. As long as both programs share the same service strategy
- C. If WIA tracks the VETS-funded services by adding them to the individual’s service strategy
- D. WIA services can extend a VETS customer’s exit date but not the other way around

Answer: The correct response is C. Although both programs could agree to a common exit date (Choice A), simple agreement is not enough and this option does not address any aspect of reporting. Further, both programs do *not* have to share the same service strategy, although this would be an ideal scenario; the question is only asking about extending exit *from the WIA program’s perspective*, so Choice B is also incorrect. Choice D is simply false.

18. *How many* of the six common measures use administrative information as a primary data source?

Answer: Three. Specifically, all three youth common measures use administrative data sources. Administrative records are utilized for the education portion of the Placement in Employment or Education measure (although wage records are used for the employment portion). Administrative records are also utilized for Literacy/Numeracy gains – in this case, assessment instruments. Likewise, Attainment of a Degree or Certificate is based on administrative records.

19. TRUE OR FALSE: Although individuals who are employed at participation are excluded from the calculation of the Entered Employment Rate, there *are* some individuals who are technically employed at participation but who are *considered* not employed at participation because of their special status.

Answer: TRUE. There are two special circumstances. Individuals who, although employed at the date of participation, have either received a notice of termination of employment or whose employer has issued a Worker Adjustment and Retraining Notification (WARN) or other notice that the facility or enterprise will close, or who are transitioning service members are considered not employed at the date of participation and are included in the Entered Employment measure.

20. You have an in-school youth who is in secondary school at the time of exit. For what Youth common measure or measures would you be held accountable?

Answer: Placement in Employment or Education and Attainment of a Degree or Certificate. Individuals in secondary school at exit are included in both of these measures. This policy is consistent with ETA's vision to ensure youth successfully complete their secondary education, which will ultimately lead to better long-term success in the workforce. The only measure that doesn't apply is the Literacy and Numeracy Gains measure because the frame of reference is out-of-school youth only.

21. TRUE OR FALSE: The common measures guidance states that programs must assess out-of-school youths' basic skills by no later than 60 days following the date of the first youth program service. For programs that "wait" the 60 days, basic-skills-deficient youth participants will, however, have two months *less* time in which to increase one or more educational functioning levels relative to youth whose pre-test score was based on a valid and shared assessment conducted within six months prior to participation.

Answer: TRUE. The one-year timeframe for the Literacy and Numeracy Gains measure begins with the date of the first service received, not the date of the assessment test. So although a program can legitimately wait the 60 days based on the policy guidance, there is a "cost" involved to the extent that it may be more difficult to achieve a positive outcome simply because the youth has less time in which to advance.

22. What can we say about the “exit cohort” for *Employment Retention*?

- A. It’s almost identical to the exit cohort for the earnings measure
- B. It represents a subset of Entered Employment
- C. It’s dependent on the cohort for Entered Employment
- D. It’s not possible to be part of the exit cohort if the individual was employed at participation
- E. None of the above

Answer: E. None of the above. Choice A is incorrect because the exit cohorts for both measures are exactly the same. Choice B is incorrect because this is a false statement. If it were true, then only those included in the Entered Employment measure could ever be part of the Employment Retention measure, which is not the case (an individual could be employed at participation and also employed in the 1st quarter after exit). Choice C is saying something similar to Choice B, only in a different way, but is nonetheless false. Choice D is incorrect because, unlike the Entered Employment measure, participants are included in the Employment Retention measure regardless of their employment status at participation as long as they’re employed in the 1st quarter after exit.

23. Which of the youth common measures best captures the essence of being “demand-driven?”

Answer: Being “demand-driven” is tantamount to being “employer-driven,” which is why the best choice is the Youth Attainment of Degree/Certificate measure. Simply stated, only those certificates endorsed by the employer community are considered acceptable.

24. TRUE or FALSE: Supplemental data can be used to demonstrate *any* employment-related outcome.

Answer: FALSE. Supplemental data can be used to demonstrate employment for the Entered Employment Rate and to demonstrate retention for the Employment Retention Rate; however, supplemental data cannot be used as a data source to demonstrate earnings, regardless of the “quality” of the supplemental data. Only wage records are allowable (certain programs are currently excepted from this requirement, such as the older worker (SCSEP) program).