

Attachment 3: Job Corps

I. Introduction

This attachment describes the program specific details of performance accountability for Job Corps. Please note that under the Workforce Innovation and Opportunity Act (WIOA), the Department of Labor (Department or DOL) is aligning performance accountability provisions of its various workforce programs. In particular, WIOA section 159(c) requires the Secretary to establish expected levels of performance for Job Corps centers, the Job Corps program, and Job Corps Career Transition Service (CTS) providers relating to each of the primary indicators of performance for eligible youth described in WIOA section 116(b)(2)(A)(ii), and to report on the performance of the centers, the program, and CTS providers in comparison to those expected levels of performance. This attachment describes the convergence of the Job Corps program's performance accountability measures with the WIOA measures, and also highlights areas where the Job Corps program differs from the shared DOL performance guidance described in the main body and appendices of this Training and Employment Guidance Letter (TEGL). Note that references in this attachment to section numbers of this guidance refer readers to the main body of the TEGL.

WIOA requires the Job Corps program to report on the primary indicators of performance, common to all WIOA programs, which provide key outcome information on how many students obtained employment or were placed in education or training, their median wages, whether they attained credentials, their measurable skill gains during training, and the effectiveness of the program in serving employers.

II. Differences from Shared Guidance

In order to implement these primary indicators of performance, Job Corps revised its reporting periods for Program Year (PY) 2018 and subsequent years. Job Corps previously employed a program-specific definition of the time period constituting the second quarter after the exit date and the fourth quarter after the exit date. Beginning July 1, 2018, Job Corps adopted the definition employed by other DOL employment and training programs, which define the second quarter after exit as the second quarter after the exit quarter, and which define the fourth quarter after exit as the fourth quarter after the exit quarter. For example, if the participant's date of exit is between January 1st and March 31st, the second quarter after exit would be July 1st through September 30th. This definitional shift is necessary for full alignment with quarterly wage records, which record employment status and earnings in each of the four quarters of a calendar year. Furthermore, employing the same definition used by other WIOA core and non-core programs eases logistical difficulties that might otherwise prove an impediment to calculating common exit and outcomes between the Job Corps program and Job Corps participants enrolled in other WIOA programs.

In addition, beginning PY 2018, Job Corps will use quarterly wage records, as available, to report on the employment status and wages of Job Corps participants. This use of quarterly wage record data to assess participant outcomes is required under WIOA section 159(e). Currently, Job Corps uses a program-specific survey to collect responses regarding employment,

education and training status, and earnings (OMB No. 1205-0426, *Placement Verification and Follow-up of Job Corps Participants*). In PY 2018 and subsequent program years, Job Corps will retain its follow-up survey of exited participants as a supplemental information source, and use quarterly wage records as the primary source. In addition, with OMB approval, Job Corps will revise the reporting periods in the follow-up survey to account for the revised definition of second and fourth quarters after exit quarter.

1. Primary Indicators of Performance

As required under WIOA section 159(c)(1) and 20 CFR 686.1010, the primary indicators of performance for eligible youth, as set forth in WIOA section 116(b)(2)(A)(ii), are the primary indicators of performance for the Job Corps centers and the Job Corps program. Likewise, as required under 159(c)(3) of WIOA and 20 CFR 686.1030, the primary indicators of performance for eligible youth, as set forth in WIOA section 116(b)(2)(A)(ii), are the primary indicators of performance for CTS providers. Appendix I to this guidance further identifies these indicators, and their methodology and operational parameters.

Under WIOA section 116(b)(2)(A)(ii), there are six primary indicators of performance, as further described in Appendix I and in TEGL 10-16, Change 1 (https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3255). Where the adult indicators and youth indicators differ, Job Corps will follow the WIOA title I Youth indicator. Job Corps will report all six performance measures as outlined below with the following program-specific clarifications:

- A. Youth Employment or Education/Training Rate – 2nd Quarter After Exit: The percentage of program participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program.

Beginning with PY 2018, Job Corps will apply this indicator as it is described in Appendix I to this guidance, with the operating parameters and methodology described there.

- B. Youth Employment or Education/Training Rate – 4th Quarter After Exit: The percentage of program participants who are in education or training activities, or in unsubsidized employment, during the fourth quarter after exit from the program.

Beginning with PY 2018, Job Corps will apply this indicator as it is described in Appendix I to this guidance, with the operating parameters and methodology described there.

- C. Median Earnings – 2nd Quarter After Exit: The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

Beginning with PY 2018, Job Corps will apply this indicator as it is described in Appendix I to this guidance, with the operating parameters and methodology described there.

- D. Credential Attainment Rate: The percentage of program participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant is also employed or enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program.

Beginning with PY 2018, Job Corps applies this indicator as it is described in Appendix I to this guidance, with the operating parameters and methodology described there. Job Corps notes that all Job Corps participants who have exited in the reporting period and either (1) entered without an HSD/HSE and participated in an HSD/HSE program, or (2) entered with an HSD/HSE and participated in a CTT, AT, ACT program, are to be included in the denominator for this indicator.

Types of recognized postsecondary credentials are described in further detail in Appendix I. These types include certificates issued by Job Corps for completing career training programs that are based on industry skills standards and certification requirements. Therefore, a participant who attains such a credential from Job Corps upon completion of career technical training (CTT), career technical advanced training (AT), or an Advanced Career Training Program (ACT), or who attains a “primary” training-related industry recognized credential (IRC), is to be counted as successfully attaining a recognized postsecondary credential.

- E. Measurable Skill Gains Rate: The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains. Measurable skill gains are defined as documented academic, technical, occupational, or other forms of progress, and can include the following five types of skill gains:
- I. Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level;
 - II. Documented attainment of a secondary school diploma or its recognized equivalent;

- III. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State unit's academic standards;¹
- IV. Satisfactory or better progress report, towards established milestones, such as completion of OJT or completion of one year of an apprenticeship² program or similar milestones, from an employer or training provider who is providing training; or
- V. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

Beginning with PY 2018, Job Corps applies this indicator as it is described in Appendix I to this guidance, with the operating parameters and methodology described there. Job Corps notes that all Job Corps participants (i.e., those who have exited in the reporting period and those who have not exited in the reporting period) are to be included in the denominator for this indicator as all Job Corps participants are enrolled in an education or training program.

Within the context of the Job Corps program, participants will often record a measurable skill gain as a result of the following marks of progress. First, as Job Corps administers the Test of Adult Basic Education (TABE) reading and math subtests for assessment purposes, a measurable skill gain is recorded if a participant obtained at least one educational functioning level (EFL) gain, as measured by comparing the participant's initial educational functioning level, on a pre-test, with the participant's educational functioning level, as measured by the last post-test that occurs in the reporting period. Second, a participant attaining a secondary school diploma (commonly referred to as a high school diploma) or its recognized equivalent (commonly referred to as a high school equivalency credential). Third, achieving established milestones or marks on a transcript or report card within a CTT program, an AT program, a post-secondary ACT program, or an approved industry foundations course, as well as earning at least 12 credits in a post-secondary ACT program. For example, a measurable skill gain may be recorded when a Job Corps participant in a CTT program demonstrates competency in the skills at the level indicated on the relevant e-TAR, or when a Job Corps participant in an ACT program receives a one-year certificate of completion.

¹ Within each State there is an administrative unit that provides authorization to postsecondary institutions within the State. States differ in the requirements to which they hold postsecondary institutions responsible for satisfactory progress. Progress for WIOA purposes must comply with any applicable State standards. Likewise, every State has a State educational agency that establishes education standards for secondary education within the State, which would apply for purposes of determining if a participant is meeting the State's academic standards.

² The definition of "apprenticeship" in both WIOA and the WIOA final rule refers to "registered apprenticeship" and therefore in this guidance references to apprenticeship are to be interpreted as "registered apprenticeship" unless otherwise stated. The term "Registered Apprenticeship" will only be used to refer directly to the RA program or items with "Registered Apprenticeship" in the name.

- F. Effectiveness in Serving Employers: The percentage of program participants who exit and are employed with the same employer in the second and fourth quarters after exit.

Beginning with PY 2018 Job Corps applies this indicator as it is described in Appendix I to this guidance, with the operating parameters and methodology described there.

As background, the Department notes that measuring retention with the same employer is only one of several potential approaches to measuring a program’s effectiveness in serving employers. The Department is currently implementing the approach described above—retention with the same employer—for Job Corps as well as for other non-core programs. This approach is useful in determining whether the Job Corps centers, program, and CTS providers are serving employers effectively by improving the skills of their workforce and decreasing employee turnover.

Job Corps is also considering adding an alternate approach for this measure by gauging employer satisfaction through an employer survey. The feasibility of this alternate approach is still being evaluated.

Calculating Primary Indicators

Table 1 below identifies the measure, denominator and numerator for each of the primary six indicators listed above as calculated for Job Corps. Note that the denominator for calculations of the primary indicators of performance is neither restricted to graduates (*i.e.*, the subpopulation of Job Corps participants who successfully complete the program) nor restricted to individuals who consent to participate in post-separation follow-up surveys. Rather, the primary indicators of performance measure the performance outcomes for, as appropriate, all Job Corps participants who exited during a reporting period, or the subset of those who exited during a reporting period and participated in either secondary or postsecondary education.

TABLE 1. CALCULATIONS - PRIMARY INDICATORS OF PERFORMANCE FOR JOB CORPS	
Indicator	Calculation*
Youth Employment or Education/Training Rate (Quarter 2 After Exit)	<p>Numerator</p> <p>Of all participants in the denominator: Job Corps participants who were employed, and/or in an education or training program in the second quarter after exit quarter</p> <hr/> <p>Denominator</p> <p>All Job Corps participants who exited during the reporting period.</p>
Youth Employment or Education/Training	<p>Numerator</p> <p>Of all participants in the denominator:</p>

Rate (Quarter 4 After Exit)	<p>Job Corps participants who were employed, and/or in an education or training program in the fourth quarter after exit quarter</p> <hr/> <p>Denominator</p> <p>All Job Corps participants who exited during the reporting period.</p>
Median Earnings (Quarter 2 After Exit)	<p>{(n + 1) ÷ 2}th value, where n is the number of earnings for all participants who exited during the reporting period employed in unsubsidized employment in the 2nd quarter after exit quarter</p> <ol style="list-style-type: none"> 1. To calculate the median, wages must first be ranked (sorted in ascending order). 2. The median earnings value is the wage in the middle of the rank order list. 3. Median = the middle value of a set of ordered data. <p><i>Note:</i> If the list rank order earnings contains an even number of values, sum the two middle values and divide by two. Whether there is an odd or even number of entries in the list of earnings values, there will be an equal number of records above and below the median value.</p>
Credential Attainment Rate	
<p><i>Attained Post-Secondary Credential</i></p>	<p>Numerator</p> <p>Of all participants in the denominator: The date on which a participant attains a credential occurs during participation in, or within 1 year after Program Exit</p> <p>AND</p> <p>The type of credential attained is recognized as postsecondary credential (<i>e.g.</i>, this includes, but is not limited to, Job Corps participants who completed a CTT program, an AT program, or an ACT program, or who obtained a primary training-related IRC)</p> <hr/> <p>Denominator</p> <p>Date of Program Exit is within the timeframe being reported</p> <p>AND</p> <p>At least one type of training service in which the Job Corps participant was enrolled is considered “Postsecondary” (<i>e.g.</i>, this includes, but is not limited to, Job Corps participants who entered a CTT program, an AT program, or an ACT program)</p> <p>OR</p> <p>The Job Corps participant participated in postsecondary education</p>
<p><i>Attained Secondary Credential</i></p>	<p>Numerator</p> <p>Of all participants in the denominator: The date on which a participant attains a credential occurs during participation in, or within 1 year after program exit</p> <p>AND</p> <p>The type of credential attained is recognized as a secondary school diploma or its recognized equivalent</p> <p>AND</p> <p>The participant enrolls in a post exit education or training program leading to</p>

	<p>a recognized postsecondary credential within 1 year after program exit OR The participant is employed within 1 year after program exit</p> <hr/> <p>Denominator</p> <p>Date of Program Exit is within the timeframe being reported AND The Job Corps participant lacked a secondary school diploma or its recognized equivalent at enrollment in Job Corps AND The Job Corps participant was in a secondary education program (at or above the 9th grade level) while in Job Corps</p>
Measurable Skill Gains Rate	<p>Numerator</p> <p>Of all participants in the denominator: The unique count of the most recent date on which the participants achieved a Measurable Skill Gain during the reporting period</p> <hr/> <p>Denominator</p> <p>All Job Corps participants served (i.e., participants who did not exit Job Corps during the reporting period plus participants who did exit during the reporting period).</p>
Effectiveness in Serving Employers	<p>Numerator</p> <p>Of all participants in the denominator: The number of Job Corps participants who were employed by the same employer during the second quarter after exit quarter and the fourth quarter after exit quarter</p> <hr/> <p>Denominator</p> <p>All Job Corps participants who were employed in unsubsidized employment in the second quarter after exit quarter</p>
<p>*The denominators of all six measures exclude participants who exit for any of the reasons listed in PIRL 923 for which Job Corps collects data, as seen in the table in section 7 of this guidance.</p>	

2. Categories of Enrollment: Reportable Individual, Participant & Date of Program Exit

Reportable Individual: An individual who has submitted a completed application to the Job Corps program.

Participant: An individual who meets the Job Corps eligibility criteria and has been accepted and enrolled into the program, and has demonstrated a commitment to the program by either completing the Career Preparation Program (CPP) or remaining enrolled in Job Corps for at least 60 calendar days. The term “Participant” includes both graduates and enrollees and former enrollees that have completed their career preparation

period. It also includes all enrollees and former enrollees who have remained in the program for at least 60 days.

Program Exit: The date of program exit is the date the participant was separated from the Job Corps center. While a subset of Job Corps participants receives follow up career transition services, this benefit occurs after program exit. Receipt of follow-up services does not extend exit.

–Period of Reportable Individual Activity: The end of the period of reportable individual activity for reportable individuals from the Job Corps program is determined as follows:

- the individual has not become a participant; and
- the individual has either (1) had 90 days elapse since being identified as a reportable individual and the individual has not enrolled in the Job Corps program or (2) enrolled in the Job Corps program as a reportable individual but exited (i.e., stopped receiving services) prior to demonstrating a commitment to the program by either completing CPP or remaining enrolled in Job Corps for at least 60 calendar days.

Common Exit: As stated in Section 7 of this guidance, while the Department encourages states that implement common exit policies to include DOL-administered non-core programs as additionally within the scope of the State’s common exit policy, the Department also recognizes that the decision of whether to retain or develop a common exit policy, as well as which, if any, DOL-administered non-core programs to include within the scope of the policy, is ultimately left to the states, subject to the requirements for common exit stated in section 7 of this guidance. Grantees should be aware that co-enrollment without common exit may result in multiple exit dates, based on the individual programs’ service end dates. States are permitted to include the Job Corps program within a common exit policy.

3. Definition of Terms for Job Corps

Reporting Period: Job Corps will report results based on calendar quarters (i.e., January 1 - March 31, April 1 - June 30, July 1 - September 30, and October 1 - December 31).

Participants Exited: All Job Corps participants who met the definition of Job Corps participant, and subsequently exited

Participants Served: All Job Corps participants who exited in the reporting period, **plus** all participants who did not exit during the reporting period.

Quarter 2 after Exit Quarter: The second quarter after the exit quarter is the second complete calendar quarter after the exit quarter for a cohort of participants that exit in the reporting period. As a result, the time from exit to the start of the second calendar quarter after exit period varies for each participant that exits in the reporting period; there are more days from exit to the second calendar quarter for those who separate earlier in the reporting period versus those that separate near the end of the reporting period. This

definition will be utilized by Job Corps (and with OMB approval of the revisions necessary to the post-separation survey to support the change in timeframe) for data collected July 1, 2018 onward and aligns from the definition used by other programs.

Quarter 4 after Exit Quarter (and within One Year after Exit): The fourth quarter after exit is the fourth complete calendar quarter after the exit quarter for a cohort of participants that exit in the reporting period. As a result, the time from exit to the start of the fourth calendar quarter after exit period varies for each participant that exits in the reporting period; there are more days from exit to the fourth calendar quarter for those who separate earlier in the reporting period versus those that separate near the end of the reporting period. This definition will be utilized by Job Corps (and with OMB approval of the revisions necessary to the post-separation survey to support the change in timeframe) for data collected July 1, 2018 onward and aligns from the definition used by other programs. Additionally, in alignment with other programs, Job Corps will define employed “within one year after exit” as the complete calendar year after the exit calendar quarter while entry into post-secondary education “within one year after exit” will be defined as the 365-day period immediately following the participant’s date of exit.

Employed during Quarter 2 after Exit Quarter: “Employment” is defined in Appendix II. A participant was employed during Quarter 2 after the exit quarter if that participant was in unsubsidized employment during the second complete calendar quarter immediately following the participant exit calendar quarter.

Employed during Quarter 4 after Exit Quarter: “Employment” is defined in Appendix II. A participant was employed during Quarter 4 after the exit quarter if that participant was in unsubsidized employment during the fourth complete calendar quarter immediately following the participant’s exit calendar quarter.

Enrolled in an Education/Training Program during Quarter 2 after Exit Quarter and Quarter 4 after Exit Quarter: Job Corps participants who are registered for an education or training program in the second quarter after exit and the fourth quarter after exit are to be counted as successfully enrolled in an education or training program for the “Youth Employment or Education/Training Rate (Quarter 2 After Exit)” and “Youth Employment or Education/Training Rate (Quarter 4 After Exit) indicators. This includes, but is not limited to, programs that are:

- At the secondary level (*e.g.*, high school diploma or high school equivalency program);
- At the post-secondary level (*e.g.*, college, university or career technical training
- Other technical, vocational, or occupational skills training;
- Apprenticeship programs;
- National service programs (*e.g.*, AmeriCorps, including such AmeriCorps programs as VISTA, National Civilian Community Corps, and other state and national programs); and
- Online courses or other programs that lead to an industry-recognized certificate or credential.

This does not include programs that are avocational or adult basic education programs below the 9th grade level.

4. Other Operational Parameters

Participants in a Postsecondary Education/Training Program: A Participant in a postsecondary education or training program while in Job Corps will be considered to be those who enrolled with a secondary school diploma or its equivalent and who, while in Job Corps, entered:

- (1) a CTT program;
- (2) an AT program; or
- (3) an Advanced Career Training Program (ACT).

Quarterly Earnings in the Second Quarter: Quarterly earnings for each participant who has entered an unsubsidized job is calculated as the sum of gross (before taxes) dollars earned on all jobs worked during the second quarter after exit quarter, where earnings may include wages, overtime pay, bonuses, commissions, and tips.

Readmitted Students: Exited participants may return to active status once they re-enroll in Job Corps. When exited participants are readmitted, the follow-up period is reset to the new date of exit.³

5. Self-Service and Information–Only Activities

This does not apply to the Job Corps program.

6. Period of Participation

For Job Corps, period of participation is defined as follows:

For all indicators, except measurable skill gains, a period of participation refers to the period of time beginning with the date an individual, who subsequently becomes a Job Corps participant, enrolls in the Job Corps program, and ending on the participant's date of exit from the Job Corps program. Each participant's exit during the same program year is counted as a separate period of participation for purposes of calculating levels of performance. For all indicators, except the measurable skill gains indicator, a new period of participation is counted each time a participant re-enters and exits the Job Corps program—even if both exits occur during the same program year. For the Measurable Skill Gains indicator, a new period of participation is counted each time a participant enrolls—even if both enrollments occur within the same program year. It is not necessary to wait until the participant exits the Job Corps program in order to count a

³ Note that for reporting purposes, a readmitted student will be reported as a separate participant record as it is a separate period of participation.

measurable skill gain because the measurable skill gains indicator is not an exit-based indicator. The skill gain may be counted as soon as it is earned at any point during the participation period of the program year in which it was earned.

Reporting Unique Participants

Job Corps does not require a count of unique participants be calculated in reports as described in section 9 of this guidance. Instead, Job Corps only requires that contractors report on each participant's period of participation. For a unique participant count, the Department will be able to calculate that count on behalf of contractors using participant Social Security Numbers (SSNs). Job Corps anticipates that the majority of participants will each have only one period of participation; however, in certain instances, a participant who has exited the program may return to receive additional services (*e.g.*, additional job training activities). In such instances, an individual might have multiple periods of participation, and multiple exit dates.

7. Workforce Integrated Performance System (WIPS) and How to Functionally Report

Job Corps contractors will not directly report via the Workforce Integrated Performance System (WIPS). Rather, Job Corps contractors will continue to provide data on reportable individuals and participants to the Job Corps Data Center (JCDC). The JCDC will be responsible for compiling and transmitting raw data in the PIRL format to WIPS for verification and incorporation into the WIPS data warehouse. WIPS will generate the ETA-9173 Quarterly Program Performance Report, which will generate performance outcomes for the six primary indicators of performance; JCDC will continue to generate quarterly performance reports for all other Job Corps required metrics on behalf of Job Corps contractors.

8. State Annual Report Narratives

This does not apply to the Job Corps program.

9. Eligible Training Provider (ETP) Performance Reporting

This does not apply to the Job Corps program.

10. Pay-for-Performance Reporting

This does not apply to the Job Corps program.

11. Quarterly Narrative Reports for Discretionary Programs

This does not apply to the Job Corps program.

12. Use of Social Security Numbers for Performance Reporting

In accordance with Section 15 of this guidance, Job Corps center operators and Outreach and Admission (OA)/CTS providers are directed to request participants' SSNs for performance reporting purposes. However, while Job Corps center operators and CTS providers are required to request participants' SSNs, participants cannot be denied services if they choose to not disclose an SSN.

The Department will, as described in Section 15 of this guidance, facilitate the acquisition of aggregate quarterly employment and earnings results for Job Corps participants, and provide those aggregate results to the relevant contractors. In particular, the Department will match wage records on behalf of Job Corps center operators and Job Corps CTS providers in order to capture exit-based outcomes (each of which has an employment-related component) for participants who have exited the program for following indicators only:

- A. Employment Rate – 2nd Quarter After Exit
- B. Employment Rate – 4th Quarter After Exit
- C. Median Earnings – 2nd Quarter After Exit
- D. Credential Attainment (Secondary School Diploma or Recognized Equivalent)
- F. Effectiveness in Serving Employers – Retention with the Same Employer

The Department will calculate these specific exit-based outcomes on behalf of contractors, using SSNs provided for Job Corps participants as part of the information included in the Workforce Integrated Performance System (WIPS) quarterly participant-level data file submission compiled by JCDC on behalf of the Job Corps contractors.

13. Supplemental Wage Information

As described in Section 16 and Appendix VI of this guidance, supplemental wage information may be collected and used to calculate the exit-based primary indicators of performance. Supplemental wage information is the only means to report exit-based outcomes for those participants who do not provide SSNs, and frequently the only means to report such outcomes for participants for whom wage record data is not predicted to be available. Additional details regarding circumstances for collecting supplemental wage information, and methods and procedures for doing so, are provided in Appendix VI of this guidance.

In particular, Job Corps collects supplemental wage information, and additional information regarding status of education and training, via its program-specific post-separation follow-up survey (OMB No. 1205-0426) (described further below) and ETA 678 Form (Job Corps Placement and Assistance Record, OMB No. 1205-0035). Job Corps uses information collected via these methods to assist in its reporting on the primary indicators of performance for eligible youth, as set forth in WIOA section 116(b)(2)(A)(ii), and also to report on the following additional performance information required under WIOA section 159(d)(1):

- the number of graduates who entered the Armed Forces;
- the number of graduates who entered apprenticeship programs;
- the number of graduates who received a regular secondary school diploma;
- the number of graduates who received a state recognized equivalent of a secondary school diploma;
- the number of graduates who entered unsubsidized employment related to the career and technical education and training received through the Job Corps program;
- the number of graduates who entered unsubsidized employment not related to the education and training received;
- the percentage and number of graduates who enter postsecondary education; and
- the average wage of graduates who enter unsubsidized employment—
 - i. on the first day of such employment; and
 - ii. on the day six (6) months after such first day.

The post-separation survey data supplements information obtained via quarterly wage records for reporting on all the exit-based primary indicators of performance (*i.e.*, all except the measurable skill gains indicator). Job Corps is also exploring the use of other third-party employment, education and earnings verification data to further supplement the post-separation survey data.

III. Unique Features of Job Corps

1. Data Tracking and Sources

Job Corps tracks information on all participants from the point of program admission through program exit, including their enrollment, progress and completion of academic and career technical training programs, and attainment of any skills and certificates/credentials. For a subset of participants, Job Corps also provides and tracks follow up career transition services and placements in jobs or academic/training programs. This information is captured in real-time and stored in a comprehensive Management Information System (MIS).

Job Corps has historically used a post-separation survey administered to participants immediately following the second and fourth quarters after exit to capture participants' employment and education status during Quarter 2 and Quarter 4 after exit (OMB No. 1205-0426). The survey captures information on participant employment, education, earnings, and employer retention to report on the employment related indicators, and on the effectiveness in serving employers indicator. Additionally, information captured through the survey contributes to reporting on the Credential Attainment Rate indicator by capturing employment or enrollment in a postsecondary education/training program within one year after exit, and attainment of a postsecondary credential. Job Corps will both continue to use the post-separation survey data as well as aggregated performance results based on quarterly unemployment insurance wage records to report on the primary indicators of performance. Job Corps may potentially employ other sources of employment data as well for performance reporting purposes.

Participants who have exited a program, but for whom UI wage record information is not available, are not included in performance calculations until such data subsequently become available. The Department expects that survey data for these indicators will generally be available, since there is a two-quarter lag built into the reporting periods to allow time for reporting. Once the performance reports are due, participants for whom no information becomes available – *i.e.*, no positive information was obtained via UI wage records, and no information was obtained via the post-separation survey or other forms of supplemental wage information – are reported as negative outcomes.

Specifically, if a participant does not complete the Quarter 2 or Quarter 4 post-separation survey by the reporting deadlines, the participant record will initially be counted as negatives (0 in the numerator) for the relevant quarter, when calculating levels of performance for the employment-related indicators and the credential attainment indicator (for status in employment and training for those participants that obtain a secondary school diploma or its equivalent) (participants will be excluded from the median earnings indicator if the employment rate in the second quarter after exit is negative (0), and will be excluded from the effectiveness in serving employers indicator if the employment rate in the second quarter after exit is negative (0)). However, if positive information is obtained for such a participant via either UI wage records or via other supplemental wage information, the participant will be reported as a success for the indicator in question, notwithstanding the participant's failure to complete the post-separation survey by the reporting deadline.

2. Reporting Template

Job Corps will report all six primary indicators of performance, along with other demographic information, using the ETA-9173 Program Performance Report for each reporting quarter.