

BCY25 LWDA Contracted Performance Measure Definitions

These definitions are subject to clarification as questions arise but are very much in a draft state due to continued development of guidance by the Departments of Labor and Education.

REEMPLOYMENT & EMPLOYER ENGAGEMENT MEASURES

Measure Name: Claimant Reemployment within 10 Weeks

Contracted?	Yes
Perf Period:	7/1/2024 to 6/30/2025
Data Source	Reemployment within 10-Weeks Overview
Definition:	The percent of monetarily eligible, Initial Claimants subject to work search who are reemployed within 10 weeks.
Methodology:	<p>Denominator is the number of monetarily eligible, Initial Claimants who are subject to work search requirements during the 10 weeks before or after the initial determination of monetary eligibility.</p> <ol style="list-style-type: none"> 1) An Initial Claimant is a claimant who had an initial completed claim with a weekly benefit amount greater than zero; 2) The 10 week reemployment period starts the First Monday after the claimant is determined monetarily eligible. <p>Numerator is the unduplicated number of people from the Denominator reemployed within 10 weeks of the date of the start of their 10 week reemployment period.</p> <p>The measure uses the following sources to identify reemployment:</p> <ul style="list-style-type: none"> • Hired in a WIT Job Opening or WIT Job Development (recorded as successful on the Job Seeker VOS service plan); • Supplemental Records of Employment (WIT, TWIST, VOS, or New Hire Data); • Went to Work record; • TANF/SNAP E&T service records showing entry into unsubsidized employment; or • Analysis of claim data which assumes the Claimant returned to work within 10 weeks if employment is reported by the claimant or there is cessation of benefit certification filing that indicates that 10 or fewer weeks of benefits were claimed even though the Claimant was eligible for more than 10 weeks of benefits. <p>Claimants are automatically excluded from the measure if their claim is voided or they fail to become reemployed within 10</p>

	<p>weeks and one of the following conditions applied during the 10 week reemployment period:</p> <ul style="list-style-type: none"> • The claimant was covered under a WIOA exclusion (death, institutionalization/health issue of at least 90 days, recalled to active duty, etc.); or • The claimant is a WIOA DW/TAA customer who was enrolled in training other than OJT, Customized Training, or Other Non-Occupational Skills-Training.
Additional Notes:	Year End Performance will be reported in the September MPR.
Status Ranges	<p>Exceeding: >105 % of Target</p> <p>Meeting: >=97.5 and <105 % of Target</p> <p>Meeting - At Risk: >=95 and <97.5 % of Target</p> <p>Not Meeting: <95 % of Target</p>

Measure Name: # of Employers Receiving Texas Talent Assistance (TTA)

Contracted?	Yes
Perf Period:	10/1/2024 to 9/30/2025
Data Source	Employer Services and Outcomes Overview
Definition:	The number of Employers that received or utilized Texas talent assistance services, including self-service.
Methodology	<p>The number of Employer worksites that received or utilized workforce assistance services, including self-service. Employer worksites are included if they receive one of the following services:</p> <ul style="list-style-type: none">• (EJO) Automated Job Order• (FB) Fidelity Bonding• (IT) Interview Rooms• (JD) Job Development Service• (JF) Job Fair• (CT) Customized Employer Training• (JT) On-the-job-training• (IW) Incumbent Worker• (SE) Subsidized/Unpaid Employment Agreement• (SR) Employer Site Recruiting• (ST) Specialized Testing• Preferred Job Order <p>Employer worksites are unduplicated and will only appear in the measure once in a performance period.</p>
Additional Notes	Year End Performance will be reported in the September MPR.
Status Ranges	<p>Exceeding: >105 % of Target</p> <p>Meeting: >=97.5 and <105 % of Target</p> <p>Meeting - At Risk: >=95 and <97.5 % of Target</p> <p>Not Meeting: <95 % of Target</p>

Measure Name: Successful Texas Talent Assistance Rate (STTAR)

Contracted?	Yes
Perf Period:	Employers receiving Texas Talent Assistance from 4/1/2024 to 3/31/2025
Data Source	Employer Services and Outcomes Overview
Definition:	The success rate of services designed to help Employers (unduplicated by FEIN and Texas Tax ID) acquire or enhance talent.
Methodology	<p>Denominator is the total Number of Employers receiving Texas Talent Assistance (TTA) (unduplicated by FEIN and Texas Tax ID) in the performance period. Employers are included from the denominator if they receive one of the following services in the performance period:</p> <ul style="list-style-type: none">• (EJO) Automated Job Order• (FB) Fidelity Bonding• (IT) Interview Rooms• (JD) Job Development Service• (JF) Job Fair• (CT) Customized Employer Training• (JT) On-the-job-training• (IW) Incumbent Worker• (SE) Subsidized/Unpaid Employment Agreement• (SR) Employer Site Recruiting• (ST) Specialized Testing• Preferred Job Order

Methodology (continued)	<p>Numerator is the number of Employers (unduplicated by FEIN and Texas Tax ID) from the denominator with a positive outcome in the quarter the Employer received or utilized services or the following quarter. Positive outcome is defined based on the service the Employer received or utilized.</p> <table border="1" data-bbox="456 415 1459 1344"> <thead> <tr> <th data-bbox="456 415 898 489">Employer Services (Denominator)</th><th data-bbox="898 415 1459 489">Positive Outcome Criteria (Numerator)</th></tr> </thead> <tbody> <tr> <td data-bbox="456 489 898 877"> Fidelity Bonding (FB) Subsidized Employment (SE) Customized Employer Training (CT) Incumbent Worker (IW) Job Development Service (JD) On-the-Job Training (JT) VR – Work based learning opportunities for VR participants (V08) </td><td data-bbox="898 489 1459 877"> Successful Completion of Service (as designated in WIT) </td></tr> <tr> <td data-bbox="456 877 898 1344"> Preferred Job Order (Not a service)¹ Interview Rooms (IT) Job Fair (JF) Employer Site Recruiting (SR) Specialized Testing (ST) </td><td data-bbox="898 877 1459 1344"> A New Employment Connection (NEC)² between the Employer receiving the service and a TWC Job Seeker, with the following conditions: <ol style="list-style-type: none"> 1. The NEC must occur in the quarter the Employer received the service or the following quarter, AND 2. The TWC Job Seeker must have received a Reportable or Participatory service from TWC in the Quarter of NEC or the previous two quarters. </td></tr> </tbody> </table> <p>Performance is calculated by dividing the numerator by the denominator.</p>	Employer Services (Denominator)	Positive Outcome Criteria (Numerator)	Fidelity Bonding (FB) Subsidized Employment (SE) Customized Employer Training (CT) Incumbent Worker (IW) Job Development Service (JD) On-the-Job Training (JT) VR – Work based learning opportunities for VR participants (V08)	Successful Completion of Service (as designated in WIT)	Preferred Job Order (Not a service) ¹ Interview Rooms (IT) Job Fair (JF) Employer Site Recruiting (SR) Specialized Testing (ST)	A New Employment Connection (NEC) ² between the Employer receiving the service and a TWC Job Seeker, with the following conditions: <ol style="list-style-type: none"> 1. The NEC must occur in the quarter the Employer received the service or the following quarter, AND 2. The TWC Job Seeker must have received a Reportable or Participatory service from TWC in the Quarter of NEC or the previous two quarters.
Employer Services (Denominator)	Positive Outcome Criteria (Numerator)						
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Additional Notes	Year End Performance will be reported in the September MPR.						

¹ Preferred Job Order is not a service in WIT. To identify Employers with Preferred Job Order by quarter for the denominator, we look for Employers with Job Orders posted in WIT and the display date of the Job Order. The display date of the Job Order determines when the Employer is included from the denominator and numerator.

² A New Employment Connection (NEC) is defined as a pairing (Job Seeker receives wages from Employer) between a Texas Job Seeker and a Texas Employer that the Job Seeker has not received wages from in the prior two quarters. Quarter of NEC is the quarter in which an NEC occurs.

Status Ranges	Exceeding: >105 % of Target Meeting: >=97.5 and <105 % of Target Meeting - At Risk: >=95 and <97.5 % of Target Not Meeting: <95 % of Target
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Measure Name: Active Job Seeker New Employment Connection Rate

Contracted?	Yes
Perf Period:	Active Job Seekers with Active Job Search Period beginning from 1/1/2023 to 12/31/2023
Data Source	Active Job Seeker - Employment Connection Rate Overview
Definition:	Percent of Active Job Seekers receiving Employment Connection Services who have a New Employment Connection within 2 quarters of the start of their Active Job Search Period
Methodology	<p>Denominator is the total number of Active Job Seekers with an Active Job Search Period beginning in a quarter. Active Job Seekers who are moved into Education/Training Services by Q2 following start of the Active Job Search Period are excluded from the denominator.</p> <p>Active Job Seekers are those who appear committed to using TWC services. They include Reportable Individuals and Participants who:</p> <ol style="list-style-type: none">1. receive employment connection services on at least two days within their Active Job Search Period AND2. the services received are no more than 14 days apart from each other. <p>The Active Job Search Period (AJSP) starts on the date of the first employment connection service.</p> <p>Numerator is the total number of AJS from the denominator who have a New Employment Connection in the quarter in which the AJSP began or the following 2 quarters.</p> <p>A New Employment Connection (NEC) is defined as a pairing (Job Seeker receives wages from Employer) between a Texas Job Seeker and a Texas Employer that the Job Seeker has not received wages from in the prior two quarters.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	<p>Employment connection services are defined on the Service Matrix.</p> <p>Year End Performance will be reported in the September MPR.</p>
Status Ranges	<p>Exceeding: >105 % of Target</p> <p>Meeting: >=97.5 and <105 % of Target</p> <p>Meeting - At Risk: >=95 and <97.5 % of Target</p>

	Not Meeting: <95 % of Target
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Measure Name: Maintaining Employment Connection Rate

Contracted?	Yes
Perf Period:	Job Seekers with New Employment Connections from 1/1/2023 to 12/31/2023
Data Source	Maintaining Employment Connections Overview
Definition:	Percent of New Employment Connections Maintained for the next 2 consecutive quarters
Methodology	<p>Denominator is the total number of Job Seekers with a New Employment Connection (NEC) who received either a Participatory or Reportable service in the NEC Quarter or in either of the two quarters prior to the NEC Quarter.</p> <p>A New Employment Connection (NEC) is defined as a pairing (Job Seeker receives wages from Employer) between a Texas Job Seeker and a Texas Employer that the Job Seeker has not received wages from in the prior two quarters.</p> <p>The NEC quarter is the quarter in which an NEC occurs.</p> <p>Numerator is the total number of Job Seekers from the denominator that maintain the same employment connection for the two (2) consecutive Calendar Quarters following the NEC Quarter.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	Year End Performance will be reported in the September MPR.
Status Ranges	<p>Exceeding: >105 % of Target</p> <p>Meeting: >=97.5 and <105 % of Target</p> <p>Meeting - At Risk: >=95 and <97.5 % of Target</p> <p>Not Meeting: <95 % of Target</p>

Measure Name: RESEA (Reemployment Services and Eligibility Assessment) Outreach & Scheduling Rate

Contracted?	Yes
Perf Period:	10/1/2024 to 9/30/2025
Data Source	WIT
Definition:	The percentage of RESEA eligible individuals with mandatory participation requirement that are outreached and scheduled for initial RESEA appointment.
Methodology	<p>Denominator is the total number of individuals profiled and determined eligible for RESEA with mandatory participation requirement in the week.</p> <p>Numerator is the total number of individuals from the denominator that were outreached and scheduled for initial RESEA appointment.</p> <p>This is a weekly measure.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	Year End Performance will be reported in the September MPR.
Status Ranges	<p>Exceeding: >110 % of Target</p> <p>Meeting: >=95 and <110 % of Target</p> <p>Meeting: At Risk: >=90 and <95 % of Target</p> <p>Not Meeting: <90 % of Target</p>

Measure Name: RESEA (Reemployment Services and Eligibility Assessment) Initial Appointment Rate.

Contracted?	Yes
Perf Period:	10/1/2024 to 9/30/2025
Data Source	WIT
Definition:	The percentage of RESEA eligible individuals that attend their Initial RESEA Appointment and complete the required services.
Methodology	<p>Denominator is the total number of individuals profiled and determined eligible for RESEA with mandatory participation requirement in the quarter.</p> <p>Numerator is the total number of individuals from the denominator that attend the Initial RESEA Appointment and complete the following services:</p> <ul style="list-style-type: none"> • 257 - UI Eligibility Review • 245 - Customized Labor Market Information • 205 - Individual Reemployment Plan • 262 - Referral to Job Readiness Workshop • 311 - Reemployment Services Orientation (RSO) <p>This is a quarterly measure.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	Year End Performance will be reported in the September MPR.
Status Ranges	<p>Exceeding: >110 % of Target</p> <p>Meeting: >=95 and <110 % of Target</p> <p>Meeting: At Risk: >=90 and <95 % of Target</p> <p>Not Meeting: <90 % of Target</p>

Measure Name: RESEA (Reemployment Services and Eligibility Assessment) Failure to Report Rate.

Contracted?	Yes
Perf Period:	10/1/2024 to 9/30/2025
Data Source	WIT
Definition:	The percentage of RESEA eligible individuals that did not attend the Initial RESEA Appointment
Methodology	<p>Denominator is the total number of individuals profiled and determined eligible for RESEA with mandatory participation requirement in the year. Individuals that return to work prior to their appointment are excluded from the denominator.</p> <p>Numerator is the total number of individuals from the denominator that did not attend their Initial RESEA Appointment.</p> <p>This is an annual measure.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	Year End Performance will be reported in the September MPR.
Status Ranges	<p>Exceeding: >110 % of Target</p> <p>Meeting: >=95 and <110 % of Target</p> <p>Meeting: At Risk: >=90 and <95 % of Target</p> <p>Not Meeting: <90 % of Target</p>

Measure Name: CC Initial Job Search Success Rate.

Contracted?	Yes
Perf Period:	Parents placed in Initial Job Search Child Care from 6/1/2024 to 5/31/2025
Data Source	CC Parent Reemployment Rate Overview
Definition:	The percentage of parents who were enrolled in Initial Job Search (IJS) Child Care (CC) and who became employed during the 90 day period of IJS CC eligibility.
Methodology	<p>Denominator is number of Parents in the Service Month:</p> <ol style="list-style-type: none">1. Determined eligible for Initial Job Search Child Care, and2. At least one child in the family is receiving Child Care in the Service Month. <p>Numerator is the number of Parents from the denominator who became employed during the 90 day IJS eligibility period.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	<p>For BCY 2025, this measure uses data from both TWIST and Kinder.</p> <p>This measure does not use UI wage records to determine employment but instead presumes employment if the parent(s) continue to receive CC past the 90 day IJS eligibility period. Employment can occur prior or within the 90 days of IJS start date.</p> <p>Year End Performance will be reported in the September MPR.</p>
Status Ranges	<p>Exceeding: >105 % of Target</p> <p>Meeting: >=97.5 and <105 % of Target</p> <p>Meeting - At Risk: >=95 and <97.5 % of Target</p> <p>Not Meeting: <95 % of Target</p>

PROGRAM PARTICIPATION MEASURES

Measure Name: Choices Full Engagement Rate

Contracted?	Yes
Perf Period:	10/1/24 to 9/30/2025
Data Source	I 3 Ad Hoc of TWIST Child Care Data until a new Web Report can be built or the Existing report modified.
Definition:	The percent of Participation Expected Choices Families that meet their Participation Goal through any combination of allowable activities (described below) supplemented by Participation Preferred Families and those in the two (2) months Ramp Up phase who meet participation in the same activities.
Methodology	<p>Monthly Denominator generally includes</p> <ul style="list-style-type: none"> • All Choices Employment Expected Families • Any other families from the Numerator <p>Monthly Numerator generally includes all Employment Expected, Ramp Up, and Employment Preferred Families from the denominator meeting their individual Participation Goals for the month exclusively through:</p> <ul style="list-style-type: none"> • Paid Employment (including unsubsidized/subsidized employment and on-the-job training), • Short-Term Education or Training (including Basic Education) or • High School/GED/HSE. <p>Monthly Performance is calculated by dividing each month's numerator by the month's denominator to establish the month's performance rate. Performance for multiple months is calculated by averaging monthly performance³.</p> <p>The following services are included in this measure:</p> <ul style="list-style-type: none"> • Paid Employment: <ul style="list-style-type: none"> ◦ 640 - Unsubsidized Self-Employment ◦ 600 - Unsubsidized Employment

³ This is consistent with historic Choices performance reporting and means that the average numerator divided by the average denominator will not equal the average monthly performance.

	<ul style="list-style-type: none"> ○ 601 - Subsidized Employment - Private ○ 602 - Subsidized Employment - Public ○ 301 - On-The-Job Training • Short-Term Education or Training (including Basic Education): <ul style="list-style-type: none"> ○ 214 - Literacy, Basic Skills/ABE ○ 222 - English as a Second Language (ESL) ○ 608 - Choices Job Skills Training Directly Related to Employment ○ 300 - Occupational/Vocational Skills Training (ITA) ○ 328 - Occupational/Vocational Skills Training (Non-ITA) ○ 302 - Entrepreneurial Training ○ 606 - Community Service ○ 219 - Work Experience - Private Non-Profit ○ 270 - Work Experience - Private For-Profit ○ 271 - Work Experience - Public • For teens without a High School diploma or GED, High School/GED/HSE: <ul style="list-style-type: none"> ○ 276 - High School Equivalency (HSE) ○ 256 - High School - Choices ○ 642 - Middle School
Additional Notes	<p>Year End Performance will be reported in the September MPR.</p> <p>Families that have participation requirements under Texas Statute/Rules are TX-Mandatory:</p> <ul style="list-style-type: none"> • TX-Mandatory families in their 1st or 2nd month in TX-Mandatory status during a TANF Receipt Period are classified as Ramp Up • TX-Mandatory families in their 3rd or later months as TX-Mandatory during a TANF Receipt Period are classified as Employment Expected <p>Families exempt from participation requirements under Texas Statute/Rules OR in sanction status (as evidenced by no payment of benefits) due to a TWC referral are considered Employment Preferred.</p> <p>Families in sanction status due to an HHSC-initiated action (i.e. not in response to a TWC referral) are excluded from the measure entirely.</p> <p>Participation Goal = Participation Days ÷ 7 × Weekly Participation Requirements</p> <p>Participation Days exclude:</p>

	<ul style="list-style-type: none"> • Days prior to TANF Partial Month Begin Date (all families) • Days prior to the Sunday after 1st beginning Participation in Paid Employment/School for Teens (Ramp Up & Employment Preferred families) <p>Days after the Saturday prior to the TANF Partial Month End Date (all families)</p>
Status Ranges	<p>Exceeding: >105 % of Target</p> <p>Meeting: >=97.5 and <105 % of Target</p> <p>Meeting - At Risk: >=95 and <97.5 % of Target</p> <p>Not Meeting: <95 % of Target</p>

Measure Name: Average Number Children Served Per Day

Contracted?	Yes – Includes Mandatory and Discretionary Care
Perf Period:	10/1/2024 to 9/30/2025
Data Source	I 3 Ad Hoc of TWIST Child Care Data until a new Web Report can be built or the Existing report modified.
Definition:	The Average Number of Units of Low Income, Transitional, Homelessness, Choices, TANF Applicant, SNAP E&T, and Former DFPS Child Care paid for or subsidized by CCDF or Title XX funds during the performance period.
Methodology	<p>Denominator is the number of working days during the performance period (M-F without regard for holidays)</p> <p>Numerator is the number of units of Low Income, Transitional, Homelessness, Choices, TANF Applicant, SNAP E&T, and Former DFPS Child Care paid for or subsidized by CCDF or Title XX funds during the performance period.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	Year End Performance will be reported in the September MPR.
Status Ranges	<p>Exceeding: >105 % of Target</p> <p>Meeting: >=97.5 and <105 % of Target</p> <p>Meeting - At Risk: >=95 and <97.5 % of Target</p> <p>Not Meeting: <95 % of Target</p>

WIOA Based Measures Overview

WIOA §116 requires states to formally contract specific siloed Title I Adult, Dislocated Worker (DW), and Youth measures. For BCY22, these include:

Adult	Dislocated Worker	Youth
Employed Q2	Employed Q2	Employed/Enrolled Q2
Median Earnings Q2	Median Earnings Q2	Median Earnings Q2
Employed Q4	Employed Q4	Employed/Enrolled Q4
Credential Rate	Credential Rate	Credential Rate
Measurable Skills Gain	Measurable Skills Gain	Measurable Skills Gain

In addition, the Texas Workforce System is held responsible for performance outcomes for system performance as a whole and a variety of specific programs through a variety of WIOA-based measures [Wagner-Peyser uses three (3) of the WIOA Statutory Measures and the Legislature/Governor are using four (4) WIOA-based measures for Career & Training (C&T) programs as well Vocational Rehabilitation (VR) and Adult Education & Literacy (AEL) programs].

Because the state's WIOA-based measures are close enough to the WIOA statutory measures required for Wagner-Peyser, TWC contracted the three (3) WIOA-based Career & Training program measures for BCY22 and not the DOL measures:

- All Career & Training Participant Employed/Enrolled Q2,
- All Career & Training Participant Employed/Enrolled Q2-4, and
- All Career & Training Participant Credential Rate.

WIOA Measures Glossary

Employed (as relates to post-exit outcomes) – For the purposes of the WIOA measures, an Exiter is considered Employed in a given quarter if Quarterly UI Wage Records or Federal Employment Records show earnings for that quarter or if Supplemental Employment/Wage Records indicate employment during the quarter.

Enrolled in Education or Training (as relates to post-exit outcomes) – For the purposes of the WIOA measures, an Exiter is considered to be Enrolled in Education or Training in a given quarter if during that quarter the Exiter is either in a Registered Apprenticeship Program or enrolled in:

- Occupation Skills Training (including advanced training);
- Postsecondary Education; or
- Secondary Education.

Exclusion – There are several circumstances under which a Participant/Exiter will be excluded from WIOA-based performance measures. These include where the Participant is deceased or, for at least 90 days is: institutionalized, called to active

military duty, or receiving medical treatment. It also includes Youth who exit out of the program due to moving out of the area due to a Foster Youth-related legal action.

Exclusions are only based on status at Exit. That is, the exclusionary condition has to begin no later than the 90th day after the last Participatory service. Under WIOA, the exclusionary condition must essentially be the thing that causes the Exit because it prevents further participation. If the exclusionary condition begins more than 90 days after the date of Exit, then that means that it was not the reason that the POP ended – therefore no exclusion is applied and the Participant is still included performance.

In addition, if a new Participatory Service (defined below) is provided after the date the exclusionary condition begins (and that Participatory service is within 90 days of the prior Participatory service), the exclusion will be ignored, as it clearly did not prevent continued participation – services continued.

Exclusions are “all or nothing” and cannot be applied measure by measure. The following are no longer Exclusions under WIOA:

- 1) Lack of a Valid SSN;
- 2) Care for a family member; and
- 3) Exit due to Noncompliance (primarily under Choices & SNAP E&T).

Exit – A Career & Training Participant is considered to have Exited when the Participant goes 90 days without receiving a Participatory Service in the absence of a Planned Gap in Services where the Participant is scheduled to return for specific services on a specific date. Exit brings a Period of Participation to its conclusion.

Exiter – An Exiter is a Participant whose Period of Participation has concluded.

Participant – A Career & Training Participant is a person who is determined eligible for services (other than ES/Wagner-Peyser) and who satisfies other programmatic requirements. Unless a valid Exclusion applies, all Participants are included in WIOA-based performance measures.

- For Title I Youth, the “other programmatic requirements” include conducting an assessment, developing an Individual Service Strategy, and then providing one of the other Youth Program Elements allowed under WIOA §129(c)(2)⁴;
- For other Career & Training programs (i.e., everything other than Child Care, AEL & VR), the “other programmatic requirements” include receipt of a WIOA “Participatory Service.”

Participatory Services – Participatory Services are those services which can make a person a Participant and which extend a Period of Participation. Participatory Services fall into three (3) primary categories:

⁴ Where eligibility was prior to 5/29/18, we count those who received EITHER an Assessment OR and Individual Service Strategy (plan) PLUS one of the other WIOA Youth services. For Eligibility on/after 5/29/18, the individual must receive both the Assessment and Individual Service Strategy before receiving another WIOA Youth service and thus become a Participant.

- 1) Any Training Service;
- 2) Any Individualized Career Service; and
- 3) Any Staff-Assisted Basic Career Service beyond information-only services.

In addition, Participatory Services include the Youth Program Elements under WIOA §129(c)(2). TWC provided a list of these services and a crosswalk to the appropriate TWIST code in TA Bulletin 289, Change 1 – WIOA Youth Program Elements-Update.

Basic Career Information-Only services (which are NOT Participatory) are basically generally information sharing services that do not require a knowledge and use of information regarding the individual's background, goals, and needs. The most common example is orientation. Basically, if "anybody" in a given population of people would get a piece information, it is probably "Information-Only" and will not make that individual a Participant, even if that information-only service was provided by staff. *These are called Reportable Services and the people who receive them are Reportable Individuals.*

Here are a couple of examples to help define the difference:

Scenario	Reportable	Participatory
Helping an individual understand the local Labor Market	Doing LMI analysis to identify demand occupations and providing that list to job seekers	Running customized LMI information relevant to that individual job seeker's background (e.g., education, work experience) and goals.
Helping an individual seeking to improve his/her employability through education	Providing the ETPL or pointing them to TWC's LMI tools	Evaluating the individual's current skill set to identify training that might build on their current skills and providing information on programs available to pursue it.

In both cases you might be providing information to the individual but in one you're providing generic information largely applicable to any number of people and in the second you are tailoring the information to the unique background, needs, goals of the individual even though in both cases you're just providing information.

Period of Participation (POP) – A Period of Participation is the period of time that a Participant is in active engagement with the Workforce System. It begins when the person becomes a Participant and ends when the Participant Exits. The WIOA-based outcome measures are applied for each POP – that is, we're accountable for employment, earnings and educational outcomes for each Participant's POP even if a Participant has multiple POPs within a year.

Recognized Credential (as relates to the Credential Rate numerator) – A recognized postsecondary credential is awarded in recognition of an individual's attainment of measurable technical or industry/occupational skills necessary to obtain employment or advance within an industry/occupation. These technical or industry/occupational skills generally are based on standards developed or endorsed by employers or industry associations. The following are acceptable types of credentials that count in Credential Rate performance:

- Secondary School diploma or recognized equivalent (with caveats discussed in the measure definition);
- Associate's degree;
- Bachelor's degree;
- Graduate degree for purposes of the VR program;
- Occupational licensure;
- Occupational certificate, including Registered Apprenticeship and Career and Technical Education educational certificates;
- Occupational certification; and
- Other recognized certificates of industry/occupational skills completion sufficient to qualify for entry-level or advancement in employment.

Neither certificates awarded by Boards, nor work readiness certificates, are included in this definition because neither type of certificate documents the measurable technical or industry/occupational skills necessary to gain employment or advance within an occupation. Likewise, such certificates must recognize technology or industry/occupational skills for the specific industry/occupation rather than general skills related to safety, hygiene, etc., even if such general skills certificates are broadly required to qualify for entry-level employment or advancement in employment.

A variety of different public and private entities issue recognized postsecondary credentials. Below is a list of the types of organizations and institutions that award recognized postsecondary credentials (though not all credentials by these entities meet the definition of recognized postsecondary credential):

- A State educational agency or a State agency responsible for administering vocational and technical education within a State;
- An institution of higher education described in Section 102 of the Higher Education Act (20 USC 1002) that is qualified to participate in the student financial assistance programs authorized by title IV of that Act. This includes community colleges, proprietary schools, and all other institutions of higher education that are eligible to participate in Federal student financial aid programs;
- An institution of higher education that is formally controlled, or has been formally sanctioned or chartered, by the governing body of an Indian tribe or tribes;
- A professional, industry, or employer organization (e.g., National Institute for Automotive Service Excellence certification, National Institute for Metalworking Skills, Inc., Machining Level I credential) or product

manufacturer or developer [e.g., recognized Microsoft Information Technology certificates, such as Microsoft Certified IT Professional (MCITP), Certified Novell Engineer, a Sun Certified Java Programmer, etc.] using a valid and reliable assessment of an individual's knowledge, skills and abilities;

- ETA's Office of Apprenticeship or a State Apprenticeship Agency;
- A public regulatory agency, which awards a credential upon an individual's fulfillment of educational, work experience, or skill requirements that are legally necessary for an individual to use an occupational or professional title or to practice an occupation or profession (e.g., Federal Aviation Administration aviation mechanic license, or a State-licensed asbestos inspector);
- A program that has been approved by the Department of Veterans Affairs to offer education benefits to veterans and other eligible persons; and
- Job Corps, which issues certificates for completing career training programs that are based on industry skills standards and certification requirements.

Additional Information Regarding the 15 WIOA Statutory Measures

Federal reporting specs for WIOA siloed measures exclude "statewide-only" funded participants from performance. This means that Board performance under the 15 WIOA Participant Outcome measures listed on page 8 of this document will exclude statewide-only funded participants UNLESS co-enrolled in Adult, DW, or Youth formula funding during the same Period of Participation.

Measure Name: Employed Quarter 2 Post Exit

Contracted?	2 Measures: Title I Adult and Title I Dislocated Worker
Perf Period:	Exiters from 7/1/2023 to 6/30/2024
Data Source	TWC's PIRL Report Employed and Employed Enrolled Overview – Note that the Tableau Visualizations continue to use TWIST data which has not been refreshed since April 2024
Definition:	The percent of Exiting Program Participants (Exiters) Employed IN the 2 nd Calendar Quarter after Exit
Methodology	<p>Denominator is the number of Program Participants who Exited during the Performance Period and who did not have a valid Exclusion.</p> <p>Numerator is the number of Exiters from the Denominator who were Employed IN the 2nd Calendar Quarter after exit</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	<p>Year End Performance will be reported in the August MPR.</p> <p>These measures are primarily based on quarterly UI Wage and Federal Employment Records, which are updated after the end of each calendar quarter (in October, January, April and July) and require time to fully mature. Wage information obtained from out-of-state sources is not available until several months later. Therefore, Performance Results for a given quarter of Exiters is generally not reported in the MPR until roughly 6 months after the end of the 2nd quarter after exit.</p> <p>These measures are statutorily required to be contracted to local Boards under WIOA §116.</p>
Status Ranges	<p>Exceeding: >110 % of Target</p> <p>Meeting: >=95 and <110 % of Target</p> <p>Meeting: At Risk: >=90 and <95 % of Target</p> <p>Not Meeting: <90 % of Target</p>

Measure Name: Median Earnings Quarter 2 Post Exit

Contracted?	Three (3) Measures: Title I Adult, Title I Dislocated Worker, Title I Youth
Perf Period:	Exiters from 7/1/2023 to 6/30/2024
Data Source	TWC's PIRL Report Median Earnings Overview – Note that the Tableau Visualizations continue to use TWIST data which has not been refreshed since April 2024
Definition:	The Median Earnings in the 2 nd Calendar Quarter after Exit for Participants Employed in the 2 nd Calendar Quarter after Exit
Methodology	Participants Employed in the 2 nd Quarter after Exit have their aggregate earnings in that quarter sorted from low to high and then the median is identified. The Median is the point in the middle where half the employed Exiters earned more and half earned less.
Additional Notes	<p>Year End Performance will be reported in the August MPR.</p> <p>Although the measures CAN use earnings reported through supplemental records, DOL has not yet provided guidance on how this works and so for now, performance is only reported using True Wage Records.</p> <p>Because the measures are primarily based on quarterly UI Wage and Federal Employment Records which are updated after the end of each calendar quarter (in October, January, April and July) and require time to fully mature. Wage information obtained from out-of-state sources is not available until several months later. Therefore, Performance Results for a given quarter of Exiters is generally not reported in the MPR until roughly 6 months after the end of the 2nd quarter after exit.</p> <p>Title I Adult and Title I Dislocated Worker versions of these measures are statutorily required to be contracted to local Boards under WIOA §116. All Career & Training Participants was selected to be contracted because the state is responsible for Wagner-Peyser performance as well and nearly all Career & Training program Participants are in Wagner-Peyser.</p>
Status Ranges	Exceeding: >110 % of Target Meeting: >=95 and <110 % of Target Meeting: At Risk: >=90 and <95 % of Target

	Not Meeting: <90 % of Target
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Measure Name: Employed Quarter 4 Post Exit

Contracted?	Two (2) Measures: Title I Adult and for Title I Dislocated Worker
Perf Period:	Exiters from 1/1/2023 to 12/31/2023
Data Source	TWC's PIRL Report Employed and Employed Enrolled Overview – Note that the Tableau Visualizations continue to use TWIST data which has not been refreshed since April 2024
Definition:	The percent of Exiting Program Participants (Exiters) Employed IN the 4 th Calendar Quarter after Exit
Methodology	<p>Denominator is the number of Program Participants who Exited during the Performance Period and who did not have a valid Exclusion.</p> <p>Numerator is the number of Exiters from the Denominator who were Employed IN the 4th Calendar Quarter after Exit.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	<p>Year End Performance will be reported in the August MPR.</p> <p>These measures are primarily based on quarterly UI Wage and Federal Employment Records, which are updated after the end of each calendar quarter (in October, January, April and July) and require time to fully mature. Wage information obtained from out-of-state sources is not available until several months later. Therefore, Performance Results for a given quarter of Exiters is generally not reported in the MPR until roughly 6 months after the end of the 4th quarter after Exit.</p> <p>These measures are statutorily required to be contracted to local Boards under WIOA §116.</p>
Status Ranges	<p>Exceeding: >110 % of Target</p> <p>Meeting: >=95 and <110 % of Target</p> <p>Meeting: At Risk: >=90 and <95 % of Target</p> <p>Not Meeting: <90 % of Target</p>

Measure Name: Employed/Enrolled Quarter 2 Post Exit

Contracted?	Three (3) Measures: Title I Youth, All Career & Training, and Non-Custodial Parents (NCP) Participants
Perf Period:	Exiters from 7/1/2023 to 6/30/2024
Data Source	TWC's PIRL Report for Youth Employed and Employed Enrolled Overview – Note that the Tableau Visualizations continue to use TWIST data which has not been refreshed since April 2024
Definition:	The percent of Exiting Program Participants (Exiters) Employed or Enrolled in Education or Training IN the 2 nd Calendar Quarter after Exit
Methodology	<p>Denominator is the number of Program Participants who Exited during the Performance Period and who did not have a valid Exclusion.</p> <p>Numerator is the number of Exiters from the Denominator who were Employed or Enrolled in Education or Training IN the 2nd Calendar Quarter after Exit.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	<p>Year End Performance will be reported in the August MPR.</p> <p>These measures are primarily based on True Wage Records, which are updated after the end of each calendar quarter (in October, January, April and July) and require time to fully mature. Wage information obtained from out-of-state sources is not available until several months later. Therefore, Performance Results for a given quarter of Exiters is generally not reported in the MPR until roughly 6 months after the end of the 2nd quarter after exit.</p> <p>The Title I Youth version of the measure is statutorily required to be contracted to local Boards under WIOA §116. Because Enrollment in Education or Training can be a successful outcome for all Career & Training Participants and not just Youth, Texas adopted this measure for state reporting purposes across all Career & Training programs.</p>
Status Ranges	Youth: Exceeding: >110 % of Target Meeting: >=95 and <110 % of Target

	<p>Meeting: At Risk: ≥ 90 and < 95 % of Target</p> <p>Not Meeting: < 90 % of Target</p> <p>C&T and NCP:</p> <p>Exceeding: > 105 % of Target</p> <p>Meeting: ≥ 97.5 and < 105 % of Target</p> <p>Meeting - At Risk: ≥ 95 and < 97.5 % of Target</p> <p>Not Meeting: < 95 % of Target</p>
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Measure Name: Employed/Enrolled Quarter 4 Post Exit

Contracted?	One (1) Measure: Title I Youth
Perf Period:	Exiters from 1/1/2023 to 12/31/2023
Data Source	TWC's PIRL Report Employed and Employed Enrolled Overview – Note that the Tableau Visualizations continue to use TWIST data which has not been refreshed since April 2024
Definition:	The percent of Exiting Program Participants (Exiters) Employed or Enrolled in Education/Training IN the 4 th Calendar Quarter after Exit
Methodology	<p>Denominator is the number of Program Participants who Exited during the Performance Period and who did not have a valid Exclusion.</p> <p>Numerator is the number of Exiters from the Denominator who were Employed or Enrolled in Education or Training IN the 4th Calendar Quarter after Exit.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	<p>Year End Performance will be reported in the August MPR.</p> <p>This measure is primarily based on quarterly UI Wage and Federal Employment Records, which are updated after the end of each calendar quarter (in October, January, April and July) and require time to fully mature. Wage information obtained from out-of-state sources is not available until several months later. Therefore, Performance Results for a given quarter of Exiters is generally not reported in the MPR until roughly 6 months after the end of the 4th quarter after exit.</p> <p>This measure is statutorily required to be contracted to local Boards under WIOA §116.</p>
Status Ranges	<p>Exceeding: >110 % of Target</p> <p>Meeting: >=95 and <110 % of Target</p> <p>Meeting: At Risk: >=90 and <95 % of Target</p> <p>Not Meeting: <90 % of Target</p>

Measure Name: Employed/Enrolled Quarters 2-4 Post Exit

Contracted?	Two (2) Measures: All Career & Training Participants and Non-Custodial Parents (NCP) Participants
Perf Period:	Exiters from 1/1/2023 to 12/31/2023
Data Source	TWC's PIRL Report Employed and Employed Enrolled Overview – Note that the Tableau Visualizations continue to use TWIST data which has not been refreshed since April 2024
Definition:	The percent of Exiting Program Participants (Exiters) Employed or Enrolled in Education/Training IN the 2 nd Quarter after Exit who are ALSO Employed or Enrolled in Education/Training IN BOTH the 3 rd and 4 th Calendar Quarters after Exit
Methodology	<p>Denominator is the number of Program Participants who Exited during the Performance Period and who did not have a valid Exclusion AND were Employed or Enrolled in Education or Training IN the 2nd Calendar Quarter after exit.</p> <p>Numerator is the number of Exiters from the Denominator who were Employed or Enrolled in Education or Training IN BOTH the 3rd and 4th Calendar Quarters after Exit.</p> <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	<p>Year End Performance will be reported in the August MPR.</p> <p>This measure is primarily based on quarterly UI Wage and Federal Employment Records, which are updated after the end of each calendar quarter (in October, January, April and July) and require time to fully mature. Wage information obtained from out-of-state sources is not available until several months later. Therefore, Performance Results for a given quarter of Exiters is generally not reported in the MPR until roughly 6 months after the end of the 4th quarter after exit.</p> <p>This measure was developed for state reporting because the WIOA measure that focuses exclusively on Quarter 4 is a weak measure which does not provide a meaningful measurement of the longer-term success of the system. Employed/Enrolled Quarters 2-4 Post Exit serves as a retention measure that provides a longitudinal look at the success of those who had successful shorter-term outcomes (i.e. Employment or Enrollment in Education or Training in Quarter 2).</p>

Status Ranges	Exceeding: >105 % of Target Meeting: >=97.5 and <105 % of Target Meeting - At Risk: >=95 and <97.5 % of Target Not Meeting: <95 % of Target
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Measure Name: Credential Rate

Contracted?	Four (4) Measures: Title I Adult, Title I Dislocated Worker, Title I Youth, & All Career & Training Participants
Perf Period:	Exiters from 1/1/2023 to 12/31/2023
Data Source	TWC's PIRL Report Credential Rate Overview – Note that the Tableau Visualizations continue to use TWIST data which has not been refreshed since April 2024
Definition:	The percent of Exiting Program Participants (Exiters) who were in Training/Education other than OJT or Employer Customized Training and who achieved a Recognized Credential within one (1) Year of Exit
Methodology	<p>Denominator is the number of Program Participants who Exited during the Performance Period who didn't have a valid Exclusion and who during their Period of Participation were either:</p> <ol style="list-style-type: none">1) Enrolled in training other than On-the-Job Training or Employer Customized Training (as defined by DOL, not the ECT code in TWIST); or2) An In-School Youth. <p>Numerator is the number of Exiters from the Denominator who within one year (365 Days) of Exit have achieved either a:</p> <ol style="list-style-type: none">1) Recognized Credential other than a Secondary School Diploma/Equivalent; OR2) Secondary School Diploma/Equivalent AND were also either:<ol style="list-style-type: none">a. Employed in any of the four (4) Calendar Quarters Following the Calendar Quarter of Exit ORb. Enrolled in Post-Secondary Education or Training at some point during the first year (365 Days) following Exit. <p>Performance is calculated by dividing the numerator by the denominator.</p>
Additional Notes	Year End Performance will be reported in the August MPR. Adult, Dislocated Worker, and Youth versions of these measures are required to be contracted to local Boards under WIOA §116. All Career & Training Participants was selected to

	be contracted because the state provides support for training and education through a variety of other programs.
Status Ranges	<p>Adult, DW, and Youth:</p> <p>Exceeding: >110 % of Target</p> <p>Meeting: >=95 and <110 % of Target</p> <p>Meeting: At Risk: >=90 and <95 % of Target</p> <p>Not Meeting: <90 % of Target</p> <p>C&T:</p> <p>Exceeding: >105 % of Target</p> <p>Meeting: >=97.5 and <105 % of Target</p> <p>Meeting - At Risk: >=95 and <97.5 % of Target</p> <p>Not Meeting: <95 % of Target</p>

Measure Name: Measurable Skills Gain

Contracted?	Three (3) Measures: Title I Adult, Dislocated Worker, Youth
Perf Period:	Participants in Education or Training (including OJT) from 7/1/24 to 6/30/2025
Data Source	TWC's PIRL Report Measurable Skill Gains Overview – Note that the Tableau Visualizations continue to use TWIST data which has not been refreshed since April 2024
Definition:	The percent of Program Participants who (during the Program Year) were enrolled in an Education or Training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress towards such a credential or employment.
Methodology	<p>Denominator is the number of Program Participants who were enrolled in Education or Training (including OJT but not including Youth Work Experience) that leads to a recognized postsecondary credential or employment (including enrollment in Secondary Education) during the program year (7/1/2021 to 6/30/2022). <u>Note that this includes all In-School Youth.</u></p> <p>Numerator is the number of Participants from the Denominator who have a Measurable Skills Gain during the Program Year (even if after Exit but within the PY).</p> <p>Performance is calculated by dividing the numerator by the denominator.</p> <p>There are 5 types of Measurable Skills Gains:</p> <ol style="list-style-type: none"> 1) Achievement of an EFL for a person in education below Post-Secondary Level (note that enrolling in PSE AFTER Exit but DURING the same PY is evidence of an EFL); 2) Attainment of Secondary School Diploma/Equivalent; 3) Report Cards demonstrating progress: <ol style="list-style-type: none"> A) Secondary School report card showing sufficient hours to meet the state's academic standards; B) PSE report card or transcript showing successful completion of at least 12 credit hours in a 12-month period that ends during the PY; 4) Satisfactory or better progress towards established milestones such as completion of OJT or advancement in an apprenticeship program; or 5) Successful passage of an exam that is required for a particular occupation or progress attaining technical or

	occupation skills based on trade-related benchmarks such as knowledge-based exams.
Additional Notes	<p>Year End Performance will be reported in the August MPR.</p> <p>Note that while Boards and States are required to report all gains a Participant achieves (even if multiple within the same category), the actual measure is Percent of Participants in Education/Training with a Gain. It is NOT Total Number of Gains achieved divided by Total Number of Participants in Education/Training. Thus, if a Participant achieves two (2) gains during the PY, the Participant only counts one time in the numerator.</p> <p>Adult, Dislocated Worker, and Youth versions of these measures are required to be contracted to local Boards under WIOA §116. All Career & Training Participants was selected to be contracted because the state provides support for training and education through a variety of other programs.</p>
Status Ranges	<p>Exceeding: >110 % of Target</p> <p>Meeting: >=95 and <110 % of Target</p> <p>Meeting: At Risk: >=90 and <95 % of Target</p> <p>Not Meeting: <90 % of Target</p>

Revision History

Date	Summary of Changes
1/19/2022	Initial Publication
2/1/2022	Added list of services counting towards the Choices Full Engagement measure – this list is unchanged from the original list used to modify the TWIST web report.
2/9/2022	Clarified Choices Full Engagement measure allows non-youth participating in AEL related activities to count towards the numerator
4/11/2025	Updated with new BCY2025 Board contracted measures. Added Status ranges.