

Workforce Innovation and Opportunity Act (WIOA) DOL Measurable Skill Gain Performance Measure Guidance

Measurable Skill Gain – Definition:

The Measurable Skill Gain Measure is the percentage of participants who, during a program year:

Are in education or training programs that lead to a recognized post-secondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

The Measurable Skill Gain is an interim indicator of participant progress while actively enrolled in an education or training program. This Measure is calculated on a program year basis and is not exit-based.

All ISY are included in the Measurable Skill Gain Performance Measure calculations since they are attending secondary or postsecondary school. Only OSY who are in one of the following are included in the Measure:

- Occupational Skills Training
- Secondary education at or above the 9th grade level during participation in the WIOA Title I Youth Program
- Postsecondary education during participation in the Title I Youth Program
- WIOA Title II-funded adult education at or above the 9th grade level during participation in the Title I Youth program
- The YouthBuild Program during participation in the Title I Youth Program
- Job Corps during participation in the Title I Youth Program

Measurable Skill Gain – Types:

1. Documented achievement of at least one (1) educational functioning level by a participant who is receiving instruction below the postsecondary education level;
2. Documented attainment of a secondary school diploma or its recognized equivalent;
3. Secondary or postsecondary school transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State unit's academic standards. For secondary school participants the measurable skills gain must be for one (1) semester. With regard to postsecondary school participants, the sufficient number of credit hours is defined as twelve (12) per semester (or equivalent), or for part-time participants, a total of at least twelve (12) credit hours over the course of two (2) completed semesters (or equivalent) during a twelve (12) month period (or the equivalent for other than credit hour programs). For example, if a participant completed six (6) hours in the Fall and six (6) in the Spring, during the same program year, a Measurable Skill Gain could be taken at the end of the Spring Semester. However, if a participant completed six (6) hours in the Spring and six (6) in the Fall, and those semesters crossed two (2) program years, a Measurable Skill Gain could not be taken for the first program year but could be taken for the second program year.

4. Satisfactory or better progress report, towards established milestones, such as completion of On the Job Training (OJT) or completion of one (1) year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training; or
5. 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.

Note: Documentation for all reported Measurable Skill Gains must be retained in the participant file.

VaWC Data Entry Instructions:

1. Documented achievement of at least one (1) educational functioning level of a participant who is receiving instruction below the postsecondary education level;
 - a. Entered under the Literacy/Numeracy Section of VOS
2. Documented attainment of a secondary school diploma or its recognized equivalent;
 - a. Entered under the Measurable Skill Gain Section of VOS
 - i. Skill Type: Secondary Transcript/Report Card
3. 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;
 - a. Entered under the Measurable Skill Gain Section of VOS
 - i. Skill Type: Post-Secondary Transcript/Report Card
 - ii. Examples of this would be completion of 1 semester of an associate's degree (at least 12 credit hours) program or completion of 1 semester of high school
4. Satisfactory or better progress report, towards established milestones, such as completion of On the Job Training (OJT) or completion of one (1) year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training; or
 - a. Entered under the Measurable Skill Gain Section of VOS
 - i. Skill Type: Training Milestone
5. 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.
 - a. Entered under the Measurable Skill Gain Section of VOS
 - i. Skill Type: Skills Progression
 - ii. Examples of this would be CNA coursework and/or CNA licensure exam; Pharmacy Tech coursework and/or Pharmacy Tech licensure exam; CPR/First Aid certification while working towards an industry-recognized credential

Note: This Guidance Document is based on the requirements set forth in DOL TEGL WIOA NO. 10-16, CHANGE 1 (8/23/17).