

RED & GREEN SHORT TERM MEASURES EFFECTIVE JULY 1, 2005

Based on the recommendations of its working group on Red & Green short-term measures, the Workforce Florida Board on 11/18/2004 approved the following measures to become effective July 1, 2005.

1. WELFARE ENTERED EMPLOYMENT RATE

The percentage of closed TANF cases that were closed due to earned income. The numerator is the sum of cases that received TANF during the report period that were closed due to earnings. The denominator is the sum of closed cases that received TANF during the report period. Note: a revised and improved methodology will be applied to this measure for PY 2005-2006.

2. WELFARE TRANSITION ENTERED EMPLOYMENT WAGE RATE

The average welfare transition program hourly wage at entry into employment expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Labor Market Statistics.)

3. WELFARE PARTICIPATION RATE

This is the federal participation rate measure. The percentage of all clients receiving temporary cash assistance Temporary Cash Assistance (TCA) that are engaged in a Federal allowable /countable work activity for at least 30 hours per week. Participation rate is a process measure. The list of Federal allowable/countable work activities includes the following: unsubsidized employment, subsidized private sector employment, subsidized public sector employment, community service work experience, work experience, job search and job readiness assistance and job skills training. Currently the federal standard is 50%.

4. WIA ADULT EMPLOYED WORKER OUTCOME RATE

Of those who are employed at registration, the number remaining in employment and who attain a credential at exit: divided by the number of adults who exit during the quarter.

5. WIA ADULT ENTERED EMPLOYMENT RATE

This applies the WIA core measure for entered employment at exit. Of those adults' unemployed at registration, the percentage employed at exit.

6. WIA ADULT WAGE RATE

The average adult hourly wage at exit expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Labor Market Statistics)

7. WIA DISLOCATED WORKER ENTERED EMPLOYMENT RATE

This applies the WIA core measure for entered employment at exit. The percentage of all dislocated workers employed at exit.

8. WIA DISLOCATED WORKER ENTERED EMPLOYMENT WAGE RATE

This is the average dislocated worker hourly wage at exit expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Labor Market Statistics)

9. WIA IN-SCHOOL YOUTH OUTCOME RATE

A measure to assess the outcomes for in-school youth and other youth assessed to be in need of further education. The denominator is exiting older youth and younger youth who have no high school or equivalent at registration and are in secondary education at registration. The numerator is the unduplicated total of exiters in the denominator who at exit obtained a credential, or obtained a diploma, or at exit were in post-secondary education or advanced training or qualified apprenticeships or the military or who entered employment. Note: this definition is a modification and simplification of the definitions previously circulated for review and comment.

10. WIA OUT-OF-SCHOOL YOUTH OUTCOME RATE

A measure to assess the outcomes for out-of-school younger and older youth as well as youth 18-21 served only as adults. The denominator is All younger youth, older youth (incl. those jointly served as adults), and Youth 18-21 served as Adults only, who were not in secondary school at registration and who were not in secondary school at exit. The numerator is the unduplicated total of those who obtained a credential, or obtained a diploma, or at exit were in post-secondary education or advanced training or qualified apprenticeships or the military or who had entered employment.

11. WAGNER-PEYSER ENTERED EMPLOYMENT RATE

Based on data entered into the AWI MIS system and data reported by the Department of Revenue monthly New Hire Report, this is the percentage of Wagner-Peyser applicants who enter employment. The total entering employment includes all applicants placed as a result of a job referral, those who obtained employment after the receipt of a "prerequisite service", and those who went to work after having received a "reportable service". Note: the methodology for this measure will be revised for PY 2005-2006. AWI is in the process of developing and testing the revision.

12. WAGNER-PEYSER ENTERED EMPLOYMENT WAGE RATE

As recently verified by AWI, the average Wagner-Peyser hourly wage at placement is based on job orders filled, expressed as a percentage of the regionally adjusted Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index. (Source: AWI, Labor Market Statistics)

13. CUSTOMER SATISFACTION – WIA INDIVIDUALS

Based on a monthly telephone survey, the average participant rating for the three federally mandated questions regarding overall satisfaction expressed on a 10-point scale. The methodology is that currently employed under WIA for the regions in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI with the exception that a 10-point rather than a 100-point scale is used.

14. CUSTOMER SATISFACTION – WAGNER-PEYSER (WP) INDIVIDUALS

Based on a monthly telephone survey, the average participant rating for the three federally mandated questions regarding overall satisfaction expressed on a 10-point scale. The methodology is the same as that currently employed under WIA for the regions in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI with the exception that a 10-point rather than a 100-point scale is used.

15. CUSTOMER SATISFACTION – ALL EMPLOYERS

Based on a monthly telephone survey, the average employer rating for the three federally mandated questions regarding overall satisfaction expressed on a 10-point scale. The methodology is that currently employed under WIA for the regions in the survey conducted in Florida by Brandt Information Services, Inc. under contract with WFI with the exception that a 10-point rather than a 100-point scale is used.

16. PILOT ON THE VALUE OF BENEFITS

In conjunction with the Red & Green wage rate measures (Measures #6, 8, 12), the WFI board approved the establishment of pilot to capture data on the value of benefits and tips (health/dental care, retirement). During PY 2005-2006, the model will be tested by RWBs 3, 17 and 22 and the methodology and results will be shared with the state's regional workforce boards for review and consideration.

PY 2005-2006 RED & GREEN MEASURE GOALS

For PY 2005-2006 WFI's approach to short-term Red and Green Measures will not be based on negotiated goals resulting from federal negotiations or mandates for the long-term measures, but on the comparative rankings of the RWBs on selected performance measures compared to the statewide average, and a straight grouping by the red, white, and green quartiles.

In past AWI took a set of WIA, Wager Peyser and other short-term performance indicators, and used them in the annual Regional Workforce Board-AWI performance contracts, typically assigning/negotiating goals for each item, including items like the WIA Entered Employment Rate that is the same/similar to the WIA long-term measure and the Red & Green measure, and adding some other program indicators not used by WFI at all. Then those performances were reported in the MMR (Monthly Management Report) system, and displayed on line for the regional boards to use locally for system management, contractor payments, etc. Unfortunately, the MMR data obviously was different from the quarterly Red and Green data - sometimes even when aggregated quarterly. In any event, the proliferation of measures caused continuing confusion. Last year's contract measures were reduced and simplified, by mainly using the same items as on the Red & Green where available.

For the coming year, the contract measures have been further simplified by stating that they will be the same as the Red and Green, including use of the quartile ranking methodology rather than attempting to assign/negotiate goals. Additionally, it was agreed to modify the MMR not to attempt monthly indication of meeting standards, or ranking among regions, but still providing the raw data (denominator/numerator) for the listed measures for the benefit of those regions still wanting such data. Where certain performance goals are required as part of special federal grants/programs, such as Job Corps, the requirement will be included in the respective Notices of Funding Authority (NFAs) not the annual contract.

NEW METHODOLOGY WELFARE ENTERED EMPLOYMENT RATE MEASURE (MEASURE 1)

The former methodology expressed the sum of Temporary Assistance for Needy Families (TANF) cases that closed due to earned income as a percentage of all TANF cases that closed during the report period. The data source for the numerator and denominator was the Department of Children and Families (DCF).

The revised methodology includes data from the DCF, as well as from the current WT data entry system.

- A. The numerator, using the revised methodology, is an unduplicated count of individuals whose Temporary Cash Assistance (TCA) case closed due to earned income. The numerator also includes individuals whose TCA case closed for other reasons and an unsubsidized job was open in the Welfare Transition (WT) data entry system during the report period. Other closure reasons include time limits, sanctions, or “other”.

NOTE: The Job Participation Rate (JPR) fields for the job must contain at least one weekly entry that is greater than zero during the report period.

- Closure due to earned income is based on the following 13 closure codes in the Florida On-line Recipient Integrated Data Access (FLORIDA) system:
 - 241: Income is more than allowed for this program;
 - 242: Income is more than 185 percent eligibility standard;
 - 244: Income is more than the 130 percent gross income standard;
 - 320: Income from rental property;
 - 470: Earned income not verified;
 - 471: Increase in earned income;
 - 472: The \$30 earned income disregard has expired;
 - 473: The 1/3 earned income disregard has expired;
 - 482: Parent earnings contributed to the Medicaid failure;
 - 491: Receipt of earned income;
 - 801: Earned income received by a member not reported;
 - 812: Payments made by an employer not reported; and
 - 813: Income from self-employment by a member not reported.
1. If any of the three closure code fields in the FLORIDA system reflect that a TCA case has closed for one of the above listed reasons, the individual count is included in the numerator.
 2. The following closure codes are generally generated by the FLORIDA system: 241, 242 and 244. Staff from DCF can also manually enter code 241. Codes 472 and 473 are no longer used, except in some Refugee Assistance Program (RAP) cases. All other codes are entered by the DCF staff.
 3. If a TCA case closes for reasons other than those listed above and the WT data entry system case has a job record open during the report period, the individual count will be included in the numerator (as long as at least one JPR week during the report period

contains hours greater than zero). Job records that are ended with an outcome of “entered in error” are not considered in this methodology.

4. A two-parent family case that closes due to earned income will be counted as two individuals.
- B. The denominator has not been revised and includes the sum of TCA cases that close during the report period.
1. Data for the denominator is from the DCF and may include some counts of TCA recipients who have not been referred to the WT program.
 2. A two-parent family case that closes due to earned income will be counted as two individuals.

WAGE RATE MEASURES (#2, #6, #8, and #12)

As stated in the Red & Green Measure definitions, the denominator for each wage rate measure is the regionally adjusted United States Department of Labor Lower Living Standard Income Level (LLSIL) for a family of three. Regional adjustments are based on the Florida Price Level Index (FPLI). These numbers are adjusted annually. For the PY 2005-2006 the 2005 LLSIL and the 2004 FPLI will be used.

The following table shows the PY 2005-2006 adjusted wage for the state and each region:

2005 HOURLY LLSIL ADJUSTED BY REGION		
REGION	2004 FPLI	2005 HOURLY LLSIL*
1	94.64	\$10.69
2	94.97	\$10.72
3	91.67	\$10.35
4	94.05	\$10.62
5	99.15	\$11.19
6	92.88	\$10.49
7	94.43	\$10.66
8	101.50	\$11.46
9	98.02	\$11.07
10	95.31	\$10.76
11	95.47	\$10.78
12	100.52	\$11.35
13	98.24	\$11.09
14	100.36	\$11.33
15	101.06	\$11.41
16	97.80	\$11.04
17	98.85	\$11.16
18	98.31	\$11.10
19	94.00	\$10.61
20	97.59	\$11.02
21	103.39	\$11.67
22	103.11	\$11.64
23	102.07	\$11.52
24	99.56	\$11.24
FLORIDA	100.00	\$11.29

Source: Florida Agency for Workforce Innovation, Labor Market Statistics

*2005 LLSIL = \$23,480 for the South Metro Area for a family of three.
 $\$23,480/2080 = \$11.29/\text{hr.}$

NEW WELFARE PARTICIPATION RATE MEASURE (MEASURE 3)

At its 11/18/2004 meeting the WFI Board approved the recommendation of its working group on Red & Green measures to delete the existing Welfare Return Rate measure with the federal participation rate measure. The new measure is to become effective July 1, 2005. AWI in conjunction with DCF has collected 12 months of test data on the federal measure. This data is included below.

Welfare Participation Rate (Measure #3):

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) established mandatory work requirements and outlined a minimum annual work participation rate standard for states operating a TANF program. The participation rate is a tool to determine if TCA recipients are being engaged in work activities and complying with work requirements. To receive full funding, states must meet the standard for the Federal Participation Rate. The Act established separate minimum participation rates each year for all families and two-parent families.

Although the law requires that each state meet two separate work participation rates (an overall rate and a two-parent rate), Florida is currently not required to meet a standard for either participation rate. The State is not required to meet a standard for the overall rate as a result of a caseload reduction credit, and it is not required to meet the standard for the two-parent rate because two-parent families are funded through a separate State funded program.

The Act was scheduled to expire in September 2002. The 107th Congress began, but did not complete, the process to re-authorize the TANF program. Instead, the program has been operating under a series of extensions. Each of the bills passed by the House of Representatives and the Senate Finance Committee propose to eliminate the State Caseload Reduction Credit. Once TANF is reauthorized, it is expected that Florida will no longer be able to rely on the Caseload Reduction Credit and will therefore be required to meet a performance standard to continue to receive full TANF funding. Information about the methodology currently used by the HHS to calculate the Annual Federal Participation Rate is as follows:

- A. The overall participation rate for a fiscal year is the average of the State's overall participation rates for each month in a fiscal year.
- B. The **numerator** is comprised of the number of families receiving TANF assistance that include an adult or minor head of household who is engaged in work for the month.
 1. The DCF queries the WT data entry system's data warehouse for this information approximately 40 days after the end of the quarter.
 2. The DCF submits a quarterly report to HHS which is used to calculate the Federal Participation Rate. This report contains a sample of TANF adults and includes approximately 275 families (per each month in the quarter).

3. The DCF earmarks the TANF adults included in the sample report who are subject to a sanction, as well as those who meet the minimum participation requirements.
4. The report provided to HHS contains the following items for each social security number (SSN):
 - Record type
 - Report month
 - Case number
 - Family affiliation
 - Non-custodial parent
 - Date of birth
 - Social security number
 - Race/ethnicity (six fields)
 - Gender
 - Receives federal disability benefits (five fields)
 - Marital status
 - Relationship to head of household
 - Parent with minor child
 - Needs of a pregnant woman
 - Educational level
 - Citizenship status
 - Cooperation with Child Support
 - Number of countable months toward federal time limit
 - Number of countable months remaining under State/tribe time limit
 - Current month exempt from State/tribe time limit
 - Employment status
 - Work Participation status
 - Work activities (average weekly hours completed per activity)
 - o Unsubsidized employment
 - o Subsidized private employment
 - o Subsidized public employment
 - o Work experience
 - o On-the-job training
 - o Job search and job readiness
 - o Community service program
 - o Vocational education training
 - o Job skills training (employment related)
 - o Education related to employment with no High School Diploma
 - o Satisfactory school attendance
 - o Providing child care
 - o Additional work activities
 - o Other work activities
 - Required hours under waiver demo
 - Amount of earned income
 - Amount unearned income (five fields)

5. An individual counts as engaged in work during the month for the overall rate if (s)he participates in countable work activities during the month for at least the minimum average number of hours per week (30 hours per week).
6. According to the Federal Regulations, 45 CFR 261.31, at least 20 of the hours (per week) must come from participation in the following **Basic Countable activities**:
 - Unsubsidized employment;
 - Subsidized private-sector employment;
 - Subsidized public-sector employment;
 - Work experience;
 - On the job training;
 - Job search and job readiness assistance;
 - Community service programs;
 - Vocational educational training; and
 - Providing child care to an individual who is participating in a community service program.
7. Above 20 hours per week, the following three **Basic Plus Countable activities** may be added to the basic countable activity to meet participation:
 - Job skills training directly related to employment (for those without a high school diploma or GED);
 - Education directly related to employment; and
 - Satisfactory attendance at secondary school or in a course of study leading to a certificate of general equivalence.
8. According to Federal Regulations, 45 CFR 261.33, vocational educational training may only count for a total of 12 months for any individual.
9. A recipient who is married or a single head of household under 20 years old counts as engaged in work in a month if (s)he:
 - Maintains satisfactory attendance at a secondary school or the equivalent during the month; or
 - Participates in education directly related to employment for an average of at least 20 hours per week during the month.
10. Not more than 30 percent of individuals engaged in work in a month may be counted in the numerator because they are participating in vocational educational training. This restriction includes teen parents who are participating in education directly related to employment.
11. According to Federal Regulations, 45 CFR 261.33, an individual's participation in job search and job readiness assistance counts for a maximum of six weeks in any federal fiscal year.
12. If a state's total unemployment rate is at least 50 percent greater than the United States total unemployment rate or if the State meets the definition of a needy state,

then an individual's participation in job search or job readiness assistance counts for a maximum of 12 weeks in that fiscal year.

13. An individual's participation in job search and job readiness assistance does not count for a week that immediately follows four consecutive weeks of such participation in the federal fiscal year.
14. Not more than once for any individual in a federal fiscal year may a state count three or four days of job search and job readiness assistance during a week as a full week of participation.
15. A single custodial parent or caretaker relative with a child under age six will count as engaged in work if (s)he participates for at least an average of 20 hours per week. 16. Two-parent household members are not counted in the numerator for the federal "overall" rate.
17. Teen parents with a high school diploma or a GED are counted in the numerator of the Federal Participant Rate if they participate for an average of 30 hours per week.
18. A single head of household under 20 or a married teen parent who counts as engaged in work in a month will be counted in the numerator of the Federal Participation Rate.

C. The **denominator** is comprised of the number of families receiving TANF assistance during the month that include an adult or minor head of household, minus the number of families that are subject to a penalty for refusing to work in that month.

1. The counts for families who are subject to a sanction are removed from the denominator unless the count for the family has been removed from the denominator for three months in the previous 12 months. This subgroup would not include families that have been terminated due to a sanction because such a family would not be a family receiving assistance. Families in this subgroup would be primarily those where a sanction has been requested, but it has not yet taken effect due to the need to provide the family with notice of adverse action.
2. The counts of individuals who are subject to a pre-penalty in the WT data entry system are not excluded from the denominator, as they do not meet the exclusion criteria.
3. Also removed from the denominator are the counts for families where the youngest child is under 12 months of age and the eligible adult or teen head of household does not meet the criteria to be counted in the numerator (i.e.: did not participate 120/150 hours during the month). If they meet the criteria for the numerator, the family is counted in both the numerator and the denominator.
4. Two-parent household members are not counted in the denominator for the federal "overall" rate.

5. A single head of household under 20 or a married teen parent who counts as engaged in work in a month will be counted in the denominator of the Federal Participation Rate.

Attached as a separate pdf file are tables reflecting 12-months of data by region for both the state and federal participation rates for the period April 2004 through March 2005. Also, please note the additional analysis and information which begins on the following page.

In general, the Federal Participation Rate outcome percentage is slightly higher than the State Participation Rate outcome percentage. This is based on a few quantifiable factors:

1. The hours entered for participation for a given month are pulled from the database at different times for the two measures. The SP rate monthly hours are collected 15 days after the given month. The FP rate monthly hours are collected 40 days after the end of a given quarter. This allows for extended data collection of reportable hours for a given month, and usually increases performance.
2. Custodial parents are excluded from the SP rate if they have a child under 3 months. Single custodial parents are excluded from the FP rate if they have a child under 12 months.

When analysis was run on the State Rate methodology vs. the Fed Rate methodology for the months of April 04 thru March 05, the results were the following:

Region	Cumulative STATE Participation Rate (April 04 thru March 05)	Cumulative FED Participation Rate (April 04 thru March 05)	% FED rate higher
1	41.0%	41.3%	0.3%
**2	71.8%	32.7%	-39.2%
3	26.7%	26.2%	-0.5%
4	24.1%	38.1%	14.0%
5	36.5%	46.4%	9.9%
6	24.9%	40.3%	15.3%
7	17.5%	30.4%	12.9%
8	23.5%	38.2%	14.7%
9	30.0%	42.1%	12.1%
10	31.0%	39.7%	8.7%
11	23.2%	32.7%	9.6%
12	12.7%	28.6%	15.9%
13	46.7%	40.4%	-6.3%
14	41.4%	48.9%	7.6%
15	42.4%	45.1%	2.7%
16	40.9%	45.1%	4.2%
17	49.6%	45.3%	-4.4%
18	33.0%	42.0%	9.0%
19	27.7%	31.9%	4.2%
20	18.4%	32.3%	13.9%
21	15.8%	33.7%	17.9%
22	30.2%	41.7%	11.4%
23	32.5%	44.5%	12.1%
24	31.1%	43.1%	12.0%
SW	29.5%	40.3%	10.8%

** RWB 2 anomaly explained:

The State hours, used to calculate the State Participation Rate, seem to be over reported in some instances (i.e. case managers are putting in hours for participants that, over time, cannot be documented). So for the Federal calculation (that doesn't retrieve the Nov. hours for a participant until 40 days after the report quarter), that participant's participation hours are changed from, for example, 40 hours per week (which is what they reported for the State Participation Report) to a more accurate zero hours per week. This has the effect of having participants' performance decline from 'fully participating' (at the State Rate monthly report) to sometimes not participating at all (for the Federal Report).

AWI is proposing to have the following tools ready to assist the RWB's with tracking the new Fed Participation Rate Measure:

1. AWI will be posting a Monthly Participation Rate measure on the AWI intranet website. You can find the report online now, with the old methodology. The report will be posted in exactly the same way, just with new (Fed Rate) methodology starting August 15th.
2. There will be one enhancement to this report for the new Fiscal Year (July 05 thru June 06), and that will be that the SSN's behind the measure will be posted on the OSST External Reports page for both the Monthly and Quarterly Participation Report.

Note that outcomes on the monthly report will not exactly match outcomes on the quarterly report: Monthly data may change thru the end of the quarter, so data captured 10 days after the month (for the monthly report), may not be the same data captured for that particular month when you re-pull it 40 days after the quarter. The data is always editable. Make sure that all parties note that the monthly report is JUST A TOOL for the RWB's to use to see how well they may do on the true quarterly measure.

NEW RED & GREEN WIA YOUTH MEASURES (MEASURES 9 & 10)

At its 11/18/2004 meeting the WFI Board approved the recommendation of its working group on Red & Green measures to delete the existing WIA youth measures which apply to younger youth 14-18 only and replace them by two new measures. The first new measure is for in-school or youth assessed to be in need for further basic education. The second new measure is for out-of-school youth predominantly in need of outcomes related to post-secondary education, employment, etc. Both new measures will become effective July 1, 2005.

WIA In-School Youth Outcome Rate (Measure #9):

This measure replaces, which the current measure for WIA Youth Goal Attainment Rate, applies to youth assessed in need of further basic education gauging whether they earned a diploma or credential or achieved another appropriate outcome.

For Older and Younger Youth Exiters

Denominator:

Exiters: OY and YY exiters minus those exiting for other reasons (deceased, health/medical, institutionalized, active military); who had no high school diploma or the equivalent at registration (less than 12th grade); and who were in secondary school at registration.

Numerator:

Of the exiters in the denominator, the unduplicated total of those who obtained a credential, or obtained a diploma at exit, or at exit were in post-secondary education or advanced training or qualified apprenticeships or the military or who had entered employment.

This modified and simplified definition differs from the definition previously circulated review in the following ways:

- The on-board component and component for basic skills deficient out-of-school youth have been eliminated from the denominator and numerator.
- “Remained in school” is no longer counted among the outcomes in the numerator.

These changes were made based on the review of test data, recommendations of AWI and WFI staff, and input from selected regional staff asked to assist in the review and development process. No other regional input or comment was received in response to the information distributed in May 2005 for review.

Please be advised that the state has waiver requests pending with USDOL that address youth reporting related to the 30% youth expenditure requirement and certain hard-to-serve special

youth populations. If any of these waivers are approved by USDOL this could lead to further modification of the New Red & Green Youth measure methodology.

A separate pdf file is attached containing 3 tables:

- A table reflecting statewide and regional outcomes for the above revised definition for Measure 9, the WIA In-School Youth Outcome Rate
- A table reflecting, for comparative purposes, statewide and regional outcomes for the originally proposed definition, which includes those components omitted from the revised definition.
- A table reflecting statewide and regional outcomes for the definition below for Measure 10, the WIA Out-of-School Youth Outcome Rate

WIA Out-of-School Youth Outcome Rate (Measure #10):

This measure replaces the current WIA Youth Positive Outcome Rate measure and applies to youth not assessed/or suited for additional school gauging whether they enter employment, occupational skills, training, or achieve another appropriate outcome.

For Older and Younger Youth and Youth Served as Adults Only

Denominator:

Exiters: All YY, OY (incl. those jointly served as adults), and Youth 18-21 served as Adults only, minus those exiting for other reasons (deceased, health/medical, institutionalized, active military); who were not in secondary school at registration and who were not in secondary school at exit.

Numerator:

Of the exiters in the denominator, the unduplicated total of those who obtained a credential, or obtained a diploma at exit, or at exit were in post-secondary education or advanced training or qualified apprenticeships or the military or who had entered employment.

Besides the above referenced 3 tables, AWI is preparing a set of Excel pivot tables and charts for the complete WIASRD youth data for PY 2003-2004. These data will be made available on the AWI website by no later than Friday, July 12, 2005. With these tables RWBs will be able to view local data down to the SSN for all components considered in the development of the definitions for the New Red & Green youth measures. Additionally, WFI is proceeding to use these data to complete a more in depth analysis of youth outcomes for PY 2003-2004.

WAGNER-PEYSER ENTERED EMPLOYMENT RATE

The current short-term "Total WP Entered Employment Rate" is derived from dividing the following by the total job seekers registered this PY:

- the total individuals who were placed on a job order
- (+) those who "obtained employment" within 90 days of the provision of a federally defined "prerequisite service"
- (+) those who went to work within 12 months of a federally defined WP "reportable service".

For the third variable in the numerator, the original business specification was based on the a 12-month "reach-back" for each job seeker who was determined to have entered employment based on a match between the Department of Revenue "New Hire" data and the WP services.

If a service had been provided within the previous 12 month period and the New Hire report showed that the job seeker subsequently entered employment, then an "automated" credit for an entered employment was attributed to the One-Stop who provided the reportable service.

Prior to the WP/OSMIS rollout in December of 2004, it was found that the legacy system was only going back a total of 5 months from the end of the report month. The system should have been, according to the original specifications, going back a full 12 months from the date of hire as expressed by the employer in the New Hire data. (However, the origins of the original specifications and many details regarding the implementation of these specifications remain unclear.)

The result of this correction shifting to a 12-month "reach-back" was a precipitous increase in the total number of "entered employments", for the first few months after roll-out. The correction and resulting increase brought to the fore problems with the methodology used to supplement the Wagner-Peyser Entered Employment Rate with matches from the Department of Revenue "New Hire" data.

The current methodology, involving a 12-month "reach-back" results in the inclusion in the numerator of individuals, who are not part of the denominator. That is, placements (entered employments) are being counted in the numerator for individual job seekers, who are not included in the denominator. Therefore, it has been concluded that data based on the current methodology is misleading. Based on these findings, AWI and WFI are recommending that the methodology be revised and that current unreliable data reported with the flawed 12-month-reach-back methodology not be used for the award of incentives or other purposes.

AWI is in the process of developing and testing a revised methodology to ensure that all entered employment outcome data are properly and accurately captured. This methodology will more adequately mirror the federal long-term entered employment methodology including the newly adopted federal definition of "exiter" and new federal guidance concerning the definition of "registrant". AWI is scheduled to complete the proposed revision no later than

August/September 2005. The agency will also solicit the input of the state's regional workforce boards in the process and keep them apprised of its progress.

PILOT ON THE VALUE OF BENEFITS

As mentioned above, the Red and Green Workgroup, chaired by Workforce Florida Inc. (WFI) Board of Directors member Jim Apthorp and comprised of staff from several RWBs, the Agency for Workforce Innovation (AWI) and WFI was assembled in 2004 and tasked with revisiting the existing R&G performance measures. Chairman Apthorp assigned an R&G subgroup to perform analysis/evaluation of the performance measures and make any needed recommendations.

As a result, the R&G subgroup identified other benefits that could be used to add value to the participant's hourly wage at entry into employment such as health care, retirement plans, tips, etc. Authority was given by the WFI Board of Directors to incorporate this new Entered Employment Wage Rate methodology as a pilot project for optional RWB participation. Outcomes for the pilot project will be reported separately from current systems, but will include wages regularly reported plus the "enhanced" benefits wage data.

Because the federal reporting requirements do not allow supplemental data, the current methodology is required to comply with those federal reporting requirements.

Considerable work has been done toward meeting the objective identified by the workgroup. It has been determined that the current information systems will have to be substantially modified to incorporate the data fields required to capture and report this information. Consequentially, there was a need to develop an instrument outside of the information systems to collect and report this information. This stand alone data collection instrument has now been developed. Under the leadership of Workgroup member Mason Jackson, the model will be tested during PY 2005-2006, by RWBs 3, 17 and 22 and the methodology and results will be shared with the state's regional workforce boards for review and consideration.