



Rhode Island  
**YouthWORKS411**



*WELCOME*  
*Youth Centers*  
*Program Year 2013*



# WIA Eligibility

## Income Guidelines: (Effective March 2013)

70% LLSIL (Lower Living Standard Income Level)

(Use 6-mo. figures in determining income eligibility)

Add \$2886 for each additional person

Family of	One	Two	Three	Four	Five	Six
6 Months Income	\$5,745	\$8,522	\$11,696	\$14,438	\$17,040	\$19,926

## Barriers:

-  Basic Skills Deficient
-  One or more Grade Levels below appropriate age level
-  Homeless / DCYF Care
-  School Dropout
-  Pregnant or Parenting Teen
-  Offender
-  Disabled

 Review Applications Internally before submitting them for Eligibility Approval



# Performance Measures



# Performance...

- Understand the formula for each measure
- Understand the inclusions and exclusions for each measure
- Design programs to meet measures
- Continually review the data to determine what program changes may be needed to achieve the standards.



# Performance Measures

## Younger Youth (14-18)

-  Skill Attainment Rate
-  Diploma/Equivalent
-  Retention

## Older Youth (19-21)

-  Entered Employment
-  Employment Retention
-  Wage Gain
-  Credential



# Excluded from Performance

Youth that are:

- Incarcerated/institutionalized
- Relocated to a mandated residential program at Exit
- Health/medical reasons (family care)
- Deceased
- Called up for active military duty



# Performance Measures PY2013

## Younger Youth

 Skill Attainment Rate	At Exit, or 1 yr in program	96.7%
 Diploma / GED Attainment	1 <sup>st</sup> Qtr after Exit	62%
 Retention	3 <sup>rd</sup> Qtr after Exit	72.4%

## Older Youth

 Entered Employment	1 <sup>st</sup> Qtr after Exit	74.3%
 Employment Retention	3 <sup>rd</sup> Qtr after Exit	76%
 Wage Gain	2 <sup>nd</sup> & 3 <sup>rd</sup> Qtrs after Exit	\$1700
 Credential Attainment	3 <sup>rd</sup> Qtr after Exit	58.5%



# Younger Youth Skill Attainment Rate: 96.7%

Formula: 
$$\frac{\# \text{ Goals Attained}}{\# \text{ Goals Set}}$$

**This measure counts the number of “Skills”, not “Participants”**

- 1<sup>st</sup> Goal MUST be set on date of participation
- Additional Goals may be set at any time
- If basic skills deficient, MUST SET BASIC SKILLS GOAL
- Participants must have:
  - Minimum: 1 Basic Skills Goal (Improve math or reading)
  - Maximum 3 Goals
  - Examples:
    - Work Readiness: create a resume/cover letter
    - Occupational Skills: CPR, OSHA, Landscape Design
- Target date to meet goal:  
1 year after goal set or date of Exit (whichever is first)
- Pre-assessment and post-assessment required
- If participant exits before goal attainment, this is a negative outcome

*Exit Date is the date used for all performance measures*



# Younger Youth Skill Attainment Rate: 96.7%

## Simply Stated:

■ Number of Participants: 50

■ Number of Goals Set: 70

*includes: 50 basic skills goals*

*15 work readiness goals*

*5 occupational skills goals = total 70 goals set*

■ Overall, 96.7% of the total number of goals set for participants on the contract must be attained:

70 Goals Set x 96.7% = 68 Goals must be attained



# Younger Youth Diploma or Equivalent Attainment Rate: 62%

At Participation, if the Participant did not have a HS Diploma or GED, must obtain HS Diploma or GED by 1st quarter after Exit.

Formula: 
$$\frac{\# \text{ Participants attained HS diploma or GED by end of 1}^{\text{st}} \text{ Qtr after Exit}}{\# \text{ Participants Exited}}$$

- Diploma or GED can be obtained any time during participation, but must attain diploma or GED by the end of the 1<sup>st</sup> Qtr after Exit
- Excluded from the measure:
  - Participants in HS on Exit date
  - Participants that had HS Diploma or GED on participation date

**•SIMPLY STATED:  
OF THE YOUNGER YOUTH THAT  
DIDN'T HAVE A HS DIPLOMA OR GED AT PARTICIPATION,  
62% MUST GET A HS DIPLOMA OR GED  
BY 1<sup>ST</sup> QTR AFTER EXIT**

*Exit Date is the date used for all performance measures*



# Younger Youth Diploma or Equivalent Attainment Rate: 62%

Not In High School  
At Participation

Must Obtain HS Diploma  
or GED by 1<sup>st</sup> Qtr After Exit

Excluded from  
the Measure

Participants had a  
HS Diploma or GED  
at Participation

Participant that  
is in HS on  
Exit Date

# Younger Youth Retention Rate: 72.4%

Measurement of participants in the 3<sup>rd</sup> Quarter after Exit that are in:

1. Post Secondary Education
2. Advanced Training
3. Employed
4. Military Service
5. Qualified Apprenticeship

Formula:

$$\frac{\text{\# Participants in post secondary education, advanced training, employment, military service, qualified apprenticeship}}{\text{\# Participants that Exited}}$$

- Excluded from the measure:
  - Participants in HS on Exit date and summer youth who return to HS

*Exit Date is the date used for all performance measures*



# Younger Youth Retention Rate: 72.4%

**Successful Retention:  
3<sup>RD</sup> Qtr after exit  
Participant is:**

- 1. Employed**
- 2. Post Secondary Education**
- 3. Advanced Training**
- 4. Military Service**
- 5. Qualified Apprenticeship**

**Excluded from the  
Measure**

**Participants in HS on Exit  
date and summer youth who  
return to HS**

*Exit Date is the date used for all performance measures*

# Older Youth Entered Employment Rate: 74.3%

Participants not employed at Participation who are not enrolled in post secondary education or advanced training in the 1<sup>st</sup> Qtr after Exit.

Formula: 
$$\frac{\# \text{ Participants employed by end of 1}^{\text{st}} \text{ Qtr after Exit}}{\# \text{ Participants Exited}}$$

- Excluded from the measure:
  - Participants that are employed at participation
  - Participants in advanced training or college in 1<sup>st</sup> Qtr after Exit (unless they are also employed)

*Exit Date is the date used for all performance measures*



## Older Youth Employment Retention Rate: 76%

Participants employed in 1st Quarter after Exit  
not enrolled in Post secondary education  
or advanced training in 3rd Quarter after Exit

Formula: 
$$\frac{\text{\# Participants employed 3rd Quarter after Exit}}{\text{\# Participants that Exited}}$$

- Excluded from the measure:

Participants employed 1<sup>st</sup> quarter after Exit and  
not employed in 3<sup>rd</sup> quarter after Exit  
but are in post secondary education or  
advanced training 3<sup>rd</sup> quarter after Exit  
(unless they are also employed)

*Exit Date is the date used for all performance measures*



## Older Youth Average Earnings Change in Six Months: \$1,700

**Participants employed in 1st quarter after Exit that are not enrolled in Post Secondary education or advanced training in 3rd quarter after Exit.**

**Formula:**

$$\frac{(\text{Earnings in 2}^{\text{nd}} \ \& \ 3^{\text{rd}} \ \text{Qtr after Exit}) - (\text{Earnings 2}^{\text{nd}} \ \& \ 3^{\text{rd}} \ \text{Qtr before Participation})}{\# \ \text{Older Youth that who Exited}}$$

- **Excluded from the measure:**
  - **Participants employed 1<sup>st</sup> Quarter after Exit and not employed in 3<sup>rd</sup> Quarter after Exit but are in post secondary education or advanced training 3<sup>rd</sup> Quarter after Exit (unless they are employed)**

*Exit Date is the date used for all performance measures*

# Older Youth: Wage Gain Calculation

**Wage Gain: Must be \$1700**

For all Participants employed in 1st quarter after exit not enrolled in Post secondary education or advanced training in 3rd quarter after exit.

**Participation Date: January 10, 2011: 1st Qtr 2011**

**Exit Date: October 2, 2011: 4th Qtr 2011**

Quarters	2nd Qtr 2010	3rd Qtr 2010	4th Qtr 2010	1st Qtr 2011	2nd Qtr 2011	3rd Qtr 2011	4th Qtr 2011	1st Qtr 2012	2nd Qtr 2012	3rd Qtr 2012
Wages:	\$222	\$125	\$3,000	\$400	\$800	\$250	\$600	\$900	\$1,000	\$2,000

Qtr 1    Jan, Feb, Mar  
 Qtr 2    Apr, May, Jun  
 Qtr 3    Jul, Aug, Sept  
 Qtr 4    Oct, Nov, Dec



# Older Youth Wage Gain Calculation Solved

## WAGE GAIN CALCULATION

**Wage Gain: Must be \$1700**

For all Participants employed in 1st quarter after exit not enrolled in  
Post secondary education or advanced training in 3rd quarter after exit.

Participation Date: January 10, 2011: 1st Qtr 2011

Exit Date: October 2, 2011: 4th Qtr 2011

Quarters	Participation Date			Exit Date									
	3	2	1				1	2	3				
2nd Qtr 2010	3rd Qtr 2010	4th Qtr 2010	1st Qtr 2011	2nd Qtr 2011	3rd Qtr 2011	4th Qtr 2011	1st Qtr 2012	2nd Qtr 2012	3rd Qtr 2012	4th Qtr 2012	1st Qtr 2013	2nd Qtr 2013	
Wages:	\$222	\$125	\$3,000	\$400	\$800	\$250	\$600	\$900	\$1,000	\$2,000	\$1,200	\$900	\$100

Qtr 1    Jan, Feb, Mar  
Qtr 2    Apr, May, Jun  
Qtr 3    Jul, Aug, Sept  
Qtr 4    Oct, Nov, Dec

Example 1:	
Wages 2nd & 3rd Quarter prior to Participation	Q2 2010    \$ 222
	Q3 2010    \$ 125
	<b>\$ 347</b>
Wages 2nd & 3rd Quarter after exit:	Q2 2012    \$ 1,200
	Q3 2012    \$ 1,000
	<b>\$ 2,200</b>
<b>Wage Gain =</b>	<b>\$ 1,853</b>



## Older Youth Credential Rate: 58.5%

**Participants employed, in post secondary education or advanced training in 1st Quarter after Exit and received a credential by 3<sup>rd</sup> Quarter after Exit.**

### Formula:

$$\frac{\text{\# Older Youth employed, in post secondary education or advanced training 1<sup>st</sup> Qtr after Exit and received a credential by 3<sup>rd</sup> Qtr after Exit}}{\text{\# Older Youth who Exited}}$$

- Must be an Approved ITA - <http://www.dlt.ri.gov/wio/programs.htm>
- Industry Recognized Credentials
  - Examples:
    - Pharmacy Tech
    - NRF Customer Service

*Exit Date is the date used for all performance measures*



# Other Measures

## Customer Satisfaction Survey

- Participant

- Employer



PASS

# Common Measures

## What are Common Measures?

- Common within Federally funded programs
- Management Tool
- Universal language for measuring performance
- Skill attainment measures
- How many youth:
  - Found jobs
  - Kept their jobs
  - What were their earnings?

## Excluded from Common Measures:

- Institutionalized or incarcerated
- Relocated to a mandated residential program at Exit
- Exited for health/medical reasons or deceased
- Called up for active duty



# Common Measures

For all youth ages 14-21

- Placement in Employment or Education
- Attainment of a Degree or Certificate
- Literacy and Numeracy Gains



# Common Measures: Placement in Employment or Education

- During 1st Quarter After Exit, % participants who are:
  - Employed
  - Military
  - Post-secondary education
  - Advanced/occupational training

## Formula:

**# Participants employed, in military, in post-secondary education  
In advanced training/occupational skills training in 1st Qtr after Exit**  
**# Participants who Exit**

## *Exclusions:*

*Youth in any of the above 4 categories at Participation*

# Common Measures: Attainment of a Degree or Certificate

By the end of the 3<sup>rd</sup> Quarter After Exit, % participants who are in education who attained a:

**High School Diploma or GED**

## ***Exclusions:***

***Youth not enrolled in education at the date of participation or any time during the program***

## ***Formula:***

***# Participants who attain a HS Diploma, GED or Certificate by the end of the 3<sup>rd</sup> Qtr after Exit***  
***# of Participants who Exited***



# Common Measures: Literacy and Numeracy Gains

Number of participants who  
increase 1+ educational functioning level  
by the end of 1 year from the date of Participation

## *Formula:*

*# Participants who increase 1+ educational functioning levels  
# participants that completed 1 year in the program  
(from date of Participation) plus the # Participants who  
Exit before completing a year in the program*

## *Exclusions:*

- ❑ Out of school youth who are not basic skills deficient*
- ❑ In-school youth*



# What is an Exit Date?

Date on which the participant receives the last service funded by the program or a partner program.

- This is not necessarily the last day of the program or contract!
- Once the participant has not received any services funded by the program or partner program for 90 consecutive calendar days and has no gap in service and is not scheduled for future service, the date of Exit is applied retroactively to the last day on which the participant received a service funded by the program or partner program. Planned services include workshops and individual activities such as training that are scheduled to begin in the future.
- Exit can occur regardless of whether the participant has completed all services and goals.
- **Important! A case note indicating the service provided must be recorded on the Exit Date.**
- Follow-up must begin the next day.



## Exit Dates *(continued)*

Exit is determined in one of two ways:

1. The date that the participant received the last service
2. A participant may be immediately Exited if he/she is unable to continue in the program for the following specific reasons lasting 90 days or longer:

(Universal Performance Measures Exclusions)

- Deceased
- Health/Medical condition
- Institutionalized
- Family care
- Invalid SS Number
- Relocation to a mandated residential program
- Military reservists called to active duty



## Exit Dates and EmployRI.org

 When you provide the last service to a participant, **“CLOSE”** the case in EmployRI.org.

 EmployRI.org will generate an **Exit Date 105 days after Exit** (90 days plus 15 days)



# What is a Closure Date?

## *On Paper Only!*

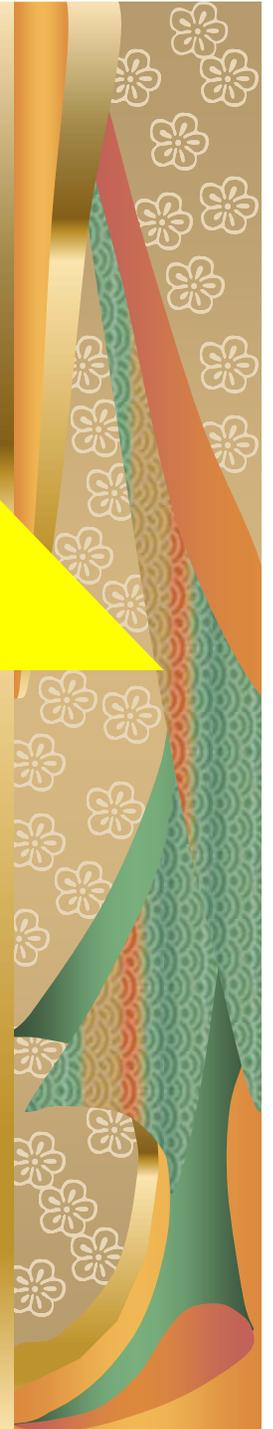
■ Closure Date does not equal Exit Date.

■ Closure date is 90 days with no service.

■ Example:

If a participant received their last service 90 days ago, the Exit date is 90 days ago, and the closure date is today.

- Today is April 1.
- Last service was January 1.
- Exit date: January 1.
- Closure date: April 1.



# What is Follow-Up?

**Important!**

**Importance of Follow-Up:  
All Outcomes Are Determined in Follow-up**

**All youth must receive minimum of  
12 months of follow up**

**Types of Activities are based on the youth**

**Range of Activities that help retain a  
youth or lead a youth back to a  
“Positive Outcome”.**

**Example: Additional job training to  
help a youth retain or obtain a job**

# Follow-Up

■ Begins the day after Exit date (Saturday & Sunday Too)

■ **After you “Close” the case in employRI.org and enter the Follow-up Activity, Don’t Touch employRI.org until 105 days after Exit...do not even enter a case note!**

■ 1 year of monthly face to face contact

■ Must be documented in case notes

■ Must open the Follow-up Activity in EmployRI.org

■ After Exit forms: 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> Quarter After Exit

■ Goal of Follow-up:

■ Younger Youth (14-18)

■ Continue life-long learning & achieve self sufficiency

■ Older Youth (19-21)

■ Ensure job retention, career progress & wage gain

# Follow-Up (Continued)

## Examples:

-  Job Shadowing
-  Youth Day career exploration
-  Pizza party, movie night, etc.
-  Use of computers for job exploration (excluding EmployRI.org)
-  Telephone calls or mailings to inform youth of on-going activities (job fairs, etc.)
-  Exposure to post-secondary educational opportunities
-  Positive social behavior training, including soft skills
-  Organizational and teamwork training
-  Telephone calls, home visits, job placement



# Follow-Up (Continued)

## Supportive Services

-  Transportation
-  Child and dependent care assistance
-  Counseling
-  Housing/Shelter
-  Stipends/incentives/bonuses
-  Medical services
-  Uniforms and work attire
-  Tools and other work related costs



**Thank You!**

