



PERFORMANCE REPORTING ORIENTATION 202 TRACK I

PERFORMANCE OUTCOMES AND THE QUARTERLY PERFORMANCE REPORT

ANNOUNCEMENTS

- ▶ Nursing Expansion Community of Practice is live
 - Visit <https://neg.workforcegps.org>
- ▶ New WIPS access link (URL) starting ~April 14
 - <https://entbpmp.dol.gov/suite/sites/wips>
 - Grantees will need to reconnect their login.gov accounts; will not automatically update
- ▶ Next report due May 15, 2024
 - Quarterly Narrative Report **only**

OBJECTIVES



Recap the performance reporting process



Review WIOA performance measures



Look at the real-time performance measures for Track I



Learn how PIRL data elements relate to the outcomes on the QPR through aggregations

FROM A DATA FILE TO A QPR



Data Collection

- **PIRL** informs what data is needed
- Procedures developed and implemented to collect data in the **PIRL**



Data Management

- Case management system safely stores and organizes data
- Participant data tracking continues



Data Preparation

- Create **.csv** file formatted with all required participant data
- Validate data prior to submission



Data Uploading

- Upload **.csv** file into **WIPS**
- Resolve file submission errors, as needed



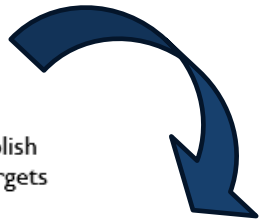
Report Generation

- **WIPS** processes data using edit checks and aggregation rules
- **WIPS** generates a **QPR**

PERFORMANCE OUTCOMES MEASURES FOR DOL NURSING EXPANSION TRACK I GRANTS



Grantees establish
performance targets



**Grant-specific real-
time performance
outcome measures**

**WIOA primary
indicators of
performance**

REAL-TIME PERFORMANCE OUTCOME MEASURES

TRACK I

01

Total number of participants served

02

Total number of participants who began receiving education/job training activities

03

Total number of participants who began receiving education/job training activities and achieved a measurable skills gain

04

Total number of participants who completed education/job training program activities

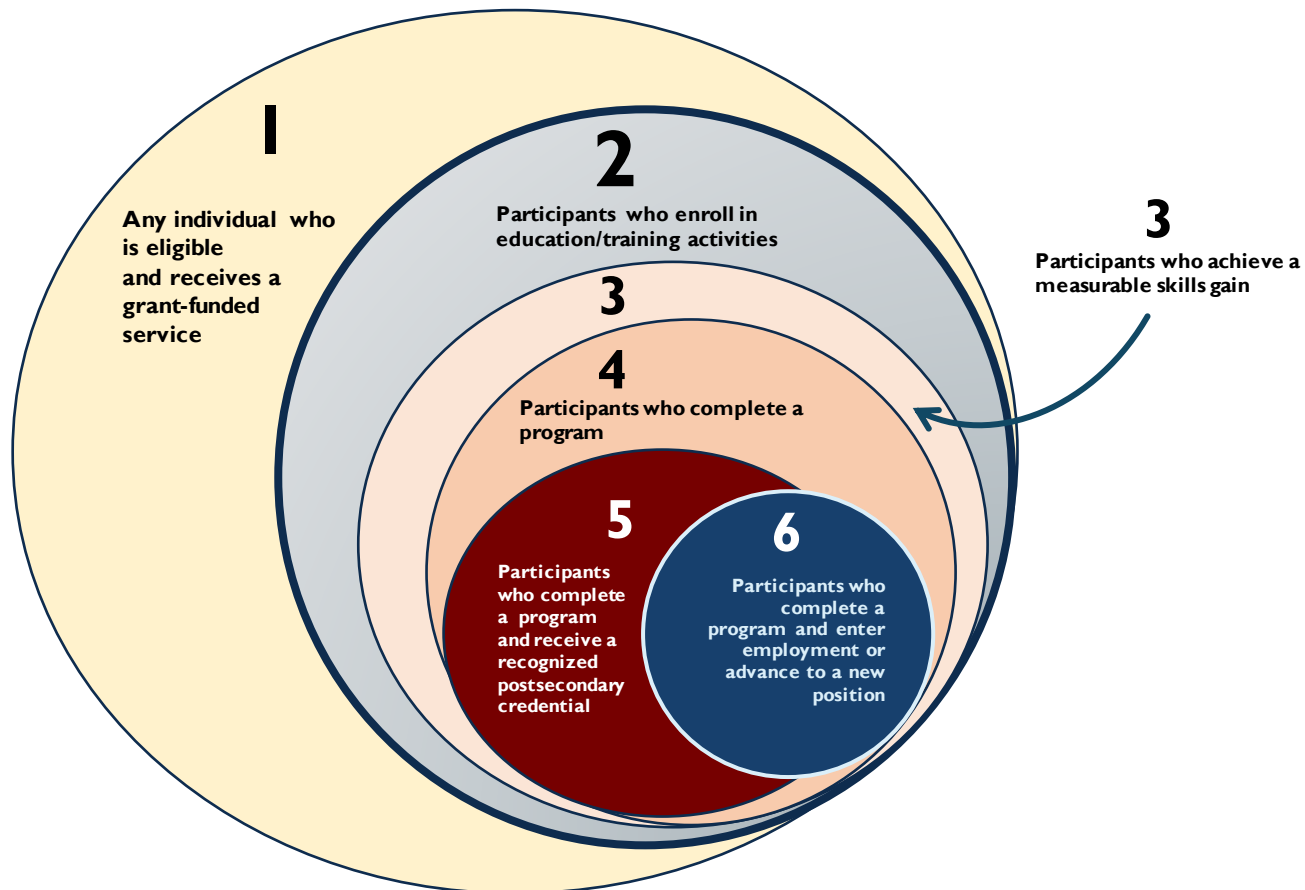
05

Total number of participants who completed education/job training program activities and obtained a credential

06

Total number of participants who completed education/job training program activities and either entered unsubsidized employment or advanced into a new position

TRACK I REAL-TIME OUTCOMES ARE INTERRELATED





Employment Rate
– 2nd Quarter
After Exit

Employment Rate
– 4th Quarter
After Exit

Median Earnings –
2nd Quarter
After Exit

Credential
Attainment Rate

Measurable Skills
Gains

Effectiveness in
Serving Employers

WIOA PRIMARY INDICATORS OF PERFORMANCE

UNDERSTANDING THE DIFFERENCE BETWEEN THE TWO TYPES OF OUTCOMES

Real-Time Outcome Measures

- ▶ Tailored to Nursing Expansion Track I grantees
- ▶ Grantees set individual targets
- ▶ Grantees must collect, track, and report all data needed to calculate
- ▶ Used by DOL to develop technical assistance and assess grantee success

WIOA Primary Indicators of Performance

- ▶ Used by and calculated the same way for all ETA grant programs
- ▶ No targets set by grantees
- ▶ DOL uses participant-identifying data reported by grantees to gather employment information needed to calculate
- ▶ Reported to Congress

A. SUMMARY INFORMATION (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
1. Total Exiters (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
2. Total Participants Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
3. New Participants Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
B. PARTICIPANT SUMMARY INFORMATION (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
Sex	1a. Male
	1b. Female
Ethnicity/Race	2a. Hispanic/Latino
	2b. American Indian or Alaskan Native
	2c. Asian
	2d. Black or African American
	2e. Native Hawaiian or Other Pacific Islander
	2f. White
Education Level	2g. More Than One Race
	3a. Secondary School Graduate or Equivalent
	3b. Completed 1 or More Years of Postsecondary Education
	3c. Postsecondary Certification, License, or Educational Certificate (Non-Degree)
	3d. Associate's Degree
	3e. Bachelor's Degree or Equivalent
Other Demographics	3f. Advanced Degree Beyond Bachelor's Degree
	4a. Youth and Young Adults, Ages 17-29
	4b. Individuals with a Disability
	4c. Individuals with Limited English Proficiency (English Language Learners)
	4d. Individuals with Criminal Records (Ex-Offenders)
	4e. Eligible Veterans
	4f. Low-Income Individuals
	4g. Individuals 55 years and Older
C. WIOA PRIMARY INDICATORS OF PERFORMANCE	
1. Employment Rate (Q2) (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)*	
2. Employment Rate (Q4) (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)*	
3. Median Earnings (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)*	
4. Credential Rate (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
5. Measurable Skill Gains (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
D. EMPLOYMENT STATUS AT PARTICIPATION (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
1. Unemployed Individuals	
2. Underemployed Worker	
3. Long-Term Unemployed (27 or More Consecutive Weeks)	
4. Incumbent Workers	
5. Dislocated Workers	
E. PROGRAM SERVICES AND TRAINING ACTIVITIES (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
Participant Services	1. Received Case Management Services
	2. Received Assessment Services
	3. Received Supportive Services
	4. Received Specialized Participant Services
	5. Participated in Paid Work Experience or Internship
Training Services	6a. Began Receiving Education/Job Training Activities
	6b. Entered On-the-Job Training Activities
	6c. Entered in Incumbent Worker Training Activities
	6d. Participated in Registered Apprenticeship
F. TRAINING PROGRAM OUTCOMES (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
1. Number Completed Education/Job Training Program Activities	
Credential Outcomes	1a. Number Completed On-the-Job Training Activities
	2. Completed Education/Job Training Program Activities and Obtained a Credential
	3. Total Number of Credentials Received
G. EMPLOYMENT OUTCOMES (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
1. Entered Unsubsidized Employment	
1a. Entered Unsubsidized Training-Related Employment	
2. Incumbent Workers that Retained Current Position	
3. Incumbent Workers that Advanced into New Position	
H. EFFECTIVENESS IN SERVING EMPLOYERS	
1. Retention with the Same Employer in the 2nd and 4th Quarter After Exit (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	

REAL-TIME MEASURES ON THE QPR

H-IB QPR AGGREGATIONS



Grantee
Database
System

Data
File



CSV Data
File Upload
in WIPS

Data
Elements
and Edit
Checks



QPR
Generated

Aggregation
Rules

► Overview of Aggregations Rules

- Business rules to aggregate performance data into QPR line items (outcomes)
- Ensure H-IB QPR is populated correctly using code values in grantee data files
- Include calculations for performance outcomes, WIOA Primary Indicators of Performance

AGGREGATION RULES LOOK LIKE FORMULAS

Report Item	Identifier (Definition)	WIPS AGGREGATION RULE (Grant To Date, Current Quarter, Rolling 4 Quarters)	Comments
A. SUMMARY INFORMATION	A-1 Total Exiters (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Count of UNIQUE RECORDS where (H-1B [PIRL 938] is not null and (DATE OF PROGRAM EXIT [PIRL 901] >= the beginning of the Report Period and DATE OF PROGRAM EXIT <= the end of the Report Period)	
	A-2 Total Participants Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Count of UNIQUE RECORDS where (H-1B [PIRL 938] is not null and DATE OF PROGRAM ENTRY [PIRL 900] <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)	
	A-3 New Participants Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Count of UNIQUE RECORDS WHERE (H-1B [PIRL 938] is not null and (DATE OF PROGRAM ENTRY [PIRL 900] >= Start of Reporting Period AND DATE OF PROGRAM ENTRY [PIRL 900] <= End of the Reporting Period)	
	B-1a Male	Count of UNIQUE RECORDS WHERE (H-1B [PIRL 938] is not null and Sex [PIRL 201] = 1 and DATE OF PROGRAM ENTRY [PIRL 900] <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)	
	B-1b Female	Count of UNIQUE RECORDS WHERE (H-1B [PIRL 938] is not null and Sex [PIRL 201] = 2 and DATE OF PROGRAM ENTRY [PIRL 900] <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)	
	B-2a Hispanic/Latino	Count of UNIQUE RECORDS where (H-1B [PIRL 938] is not null = 1 and Hispanic / Latino [PIRL 210] = 1 and DATE OF PROGRAM ENTRY [PIRL 900] <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)	
	B-2b American Indian or Alaskan Native	Count of UNIQUE RECORDS where (H-1B [PIRL 938] is not null and American Indian / Alaska Native [PIRL 211] = 1 and DATE OF PROGRAM ENTRY [PIRL 900] is <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)	
	B-2c Asian	Count of UNIQUE RECORDS where (H-1B [PIRL 938] is not null and Asian [PIRL 212] = 1 and DATE OF PROGRAM ENTRY [PIRL 900] is <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)	
	B-2d Black or African American	Count of UNIQUE RECORDS where (H-1B [PIRL 938] is not null and Black/African American [PIRL 213] = 1 and DATE OF PROGRAM ENTRY [PIRL 900] is <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)	
	B-2e Native Hawaiian or Other Pacific Islander	Count of UNIQUE RECORDS where (H-1B [PIRL 938] is not null and Native Hawaiian / Other Pacific Islander [PIRL 214] = 1 and DATE OF PROGRAM ENTRY [PIRL 900] is <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)	

Count of UNIQUE RECORDS where (H-1B [PIRL 938] is not null and DATE OF PROGRAM ENTRY [PIRL 900] <= end of the report period) and (DATE OF PROGRAM EXIT [PIRL 901] => beginning of the report period or DATE OF PROGRAM EXIT [PIRL 901] is null)

OUTCOME #1

TOTAL NUMBER OF PARTICIPANTS SERVED



A2. Total Participants Served



Data Elements Required for QPR Outcomes

PIRL 900 Date of Program Entry

OUTCOME #2

**TOTAL NUMBER OF PARTICIPANTS WHO BEGAN
RECEIVING EDUCATION/JOB TRAINING ACTIVITIES**

**E6a. Began Receiving
Education/Job Training
Program Activities**



**Data Elements
Required for QPR
Outcomes**

- **PIRL I302 Entered Training #1**

OUTCOME #3

TOTAL NUMBER OF PARTICIPANTS WHO BEGAN RECEIVING EDUCATION / JOB TRAINING ACTIVITIES AND ACHIEVED A MEASURABLE SKILLS GAIN



This outcome does not appear on the QPR and progress towards the target will be provided to grantees periodically from DOL.



Data Elements
Required for
QPR Outcomes

PIRL 1809 Date of Most Recent Measurable Skills Gain (Training Milestones)

or

PIRL 1810 Date of Most Recent Measurable Skills Gain (Skills Progression)

FI. Completed Education / Job
Training Program Activities



Data Elements Required for
QPR Outcomes

PIRL 1813 Date Completed, During Program
Participation, an Education or Training Program Leading
to a Recognized Postsecondary Credential or
Employment

OUTCOME #4

TOTAL NUMBER
OF
PARTICIPANTS
WHO
COMPLETED
EDUCATION /
JOB TRAINING
PROGRAM
ACTIVITIES

OUTCOME #5

TOTAL NUMBER OF PARTICIPANTS WHO COMPLETED EDUCATION/ JOB TRAINING PROGRAM ACTIVITIES AND OBTAINED A CREDENTIAL

F2. Completed Education/Job Training Program Activities and Receive a Credential

Data Elements Required for QPR Outcomes

- PIRL 1800 Type of Recognized Credential #1,
- PIRL 1802 Type of Recognized Credential #2, and/or
- PIRL 1804 Type of Recognized Credential #3, (**at least one of PIRL 1800/1802/1804 must have a code value other than 0**)
- PIRL 1813 Date Completed, During Program Participation, an Education or Training Program Leading to a Recognized Postsecondary Credential or Employment

OUTCOME #6

TOTAL NUMBER OF PARTICIPANTS WHO COMPLETED EDUCATION/JOB TRAINING PROGRAM ACTIVITIES AND EITHER ENTERED UNSUBSIDIZED EMPLOYMENT OR ADVANCED INTO A NEW POSITION

G1. Entered Unsubsidized Employment

- **PIRL 400** Employment Status at Entry = 0
- **PIRL 2101** Underemployed Worker = 1
- **PIRL 1813** Date Completed, During Program Participation, an Education or Training Program Leading to a Recognized Postsecondary Credential or Employment

G3. Incumbent Workers that Advanced into New Positions Within Three Quarters After Completing an Education/Job Training Program

- **PIRL 907** Recipient of Incumbent Worker Training = 4
- **PIRL 1813** Date Completed, During Program Participation, an Education or Training Program Leading to a Recognized Postsecondary Credential or Employment
- **PIRL 2120** Incumbent Workers Advanced into a New Position with Current or New Employer in the 1st Quarter After Program Completion or
- **PIRL 2122** Incumbent Workers Advanced into a New Position with Current or New Employer in the 2nd Quarter After Program Completion or
- **PIRL 2124** Incumbent Workers Advanced into a New Position with Current or New Employer in the 3rd Quarter After Program Completion (**one of PIRL 2120/2122/2124 must = 1**)

CROSSWALK OF REAL-TIME OUTCOMES AND PIRL DATA ELEMENTS

Outcome Targets	QPR Outcomes and Reviewing Target Progress	Data Elements Required for QPR Outcomes
1. Total number of participants served	A2. Total Participants Served	PIRL 900 Date of Program Entry
2. Total number of participants who began receiving education/job training activities	E6a. Enrolled in Began Receiving Education/Job Training Program Activities	PIRL 1302 Date Entered Training #1
3. Total number of participants who began receiving education/job training activities and achieved a measurable skills gain	N/A <i>This outcome does not appear on the QPR and progress toward the target will be provided to grantees periodically by DOL.</i>	PIRL 1809 Date of Most Recent Measurable Skill Gains: Training Milestone or PIRL 1810 Date of Most Recent Measurable Skill Gains: Skills Progression
4. Total number of participants who completed education/job training program activities	F1. Completed Education/Job Training Program Activities	PIRL 1813 Date Completed, During Program Participation, an Education or Training Program Leading to a Recognized Credential or Employment
5. Total number of participants who completed education/job training program activities and obtained a credential	F2. Completed Education/Job Training Program Activities and Received a Credential	PIRL 1800 or 1802 or 1804 Type of Recognized Credential #1, #2 or #3 PIRL 1813 Date Completed, During Program Participation, an Education or Training Program Leading to a Recognized Credential or Employment
6. Total number of participants who completed education/job training program activities and either entered unsubsidized employment or advanced into a new position	G1. Underemployed and Unemployed Participants Who Completed an Education/Job Training Program and Obtained Entered Unsubsidized Training-Related Employment G3. Incumbent Workers Who that Advanced into New Positions Within Three Quarters After Completing an Education/Job Training Program	PIRL 400 PIRL 2101 Underemployed Worker PIRL 1813 Date Completed, During Program Participation, an Education or Training Program Leading to a Recognized Credential or Employment PIRL 2118 Date Entered Employment PIRL 907 Recipient of Incumbent Worker Training PIRL 1813 Date Completed, During Program Participation, an Education or Training Program Leading to a Recognized Credential or Employment PIRL 2120 or 2022 or 2024 Incumbent Workers Advanced into a New Position with Current or New Employer in the 1 st , 2 nd , or 3 rd Quarter after Completion

A. SUMMARY INFORMATION (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
1. Total Exits (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
2. Total Participants Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
3. New Participants Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
B. PARTICIPANT SUMMARY INFORMATION (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
Sex	1a. Male
	1b. Female
Ethnicity/Race	2a. Hispanic/Latino
	2b. American Indian or Alaskan Native
	2c. Asian
	2d. Black or African American
	2e. Native Hawaiian or Other Pacific Islander
	2f. White
	2g. More Than One Race
Education Level	3a. Secondary School Graduate or Equivalent
	3b. Completed 1 or More Years of Postsecondary Education
	3c. Postsecondary Certification, License, or Educational Certificate (Non-Degree)
	3d. Associate's Degree
	3e. Bachelor's Degree or Equivalent
Other Demographics	3f. Advanced Degree Beyond Bachelor's Degree
	4a. Youth and Young Adults, Ages 17-29
	4b. Individuals with a Disability
	4c. Individuals with Limited English Proficiency (English Language Learners)
	4d. Individuals with Criminal Records (Ex-Offenders)
	4e. Eligible Veterans
	4f. Low-Income Individuals
4g. Individuals 55 years and Older	
C. WIOA PRIMARY INDICATORS OF PERFORMANCE	
1. Employment Rate (Q2) (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)*	
2. Employment Rate (Q4) (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)*	
3. Median Earnings (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)*	
4. Credential Rate (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
5. Measurable Skill Gains (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
D. EMPLOYMENT STATUS AT PARTICIPATION (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
1. Unemployed Individuals	
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4. Incumbent Workers	
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	6c. Entered in Incumbent Worker Training Activities
	6d. Participated in Registered Apprenticeship
F. TRAINING PROGRAM OUTCOMES (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
1. Number Completed Education/Job Training Program Activities	
Credential Outcomes	1a. Number Completed On-the-Job Training Activities
	2. Completed Education/Job Training Program Activities and Obtained a Credential
	3. Total Number of Credentials Received
G. EMPLOYMENT OUTCOMES (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
1. Entered Unsubsidized Employment	
1a. Entered Unsubsidized Training-Related Employment	
2. Incumbent Workers that Retained Current Position	
3. Incumbent Workers that Advanced into New Position	
H. EFFECTIVENESS IN SERVING EMPLOYERS	
1. Retention with the Same Employer in the 2nd and 4th Quarter After Exit (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	

WIOA PRIMARY INDICATORS OF PERFORMANCE ON THE QPR

Aggregated on your behalf by DOL*:

PIRL 901 Date of Exit

PIRL 923 Other Reasons for Exit

PIRL 2700 Social Security Number

Employment Rate
– 2nd Quarter
After Exit

Employment Rate
– 4th Quarter
After Exit

Median Earnings –
2nd Quarter
After Exit

Effectiveness in
Serving Employers

Credential Attainment Rate

PIRL 1800/1802/1804
divided by
PIRL 1332 and
PIRL 1303/1310/1315

Measurable Skills Gains

PIRL 1809/1810

*Not calculated using any of the employment data elements in the H-1B PIRL grantees collect and report

AGGREGATING THE WIOA PRIMARY INDICATORS OF PERFORMANCE

MEASURABLE SKILLS GAINS

Track I Real-Time Outcome Measure

- ▶ Grantees set individual targets
- ▶ Raw number of participants who achieve a measurable skills gains as reported in PIRL 1809 and 1810
- ▶ Not on the QPR
- ▶ Will be assessed cumulatively
- ▶ Used by DOL to develop technical assistance and assess grantee success

WIOA Primary Indicator of Performance

- ▶ Did not provide a target
- ▶ Calculated as a rate by DOL using multiple data elements
- ▶ On the QPR as C5.
- ▶ Calculated and shown on a rolling four quarters basis only
- ▶ Used to report common measures to Congress

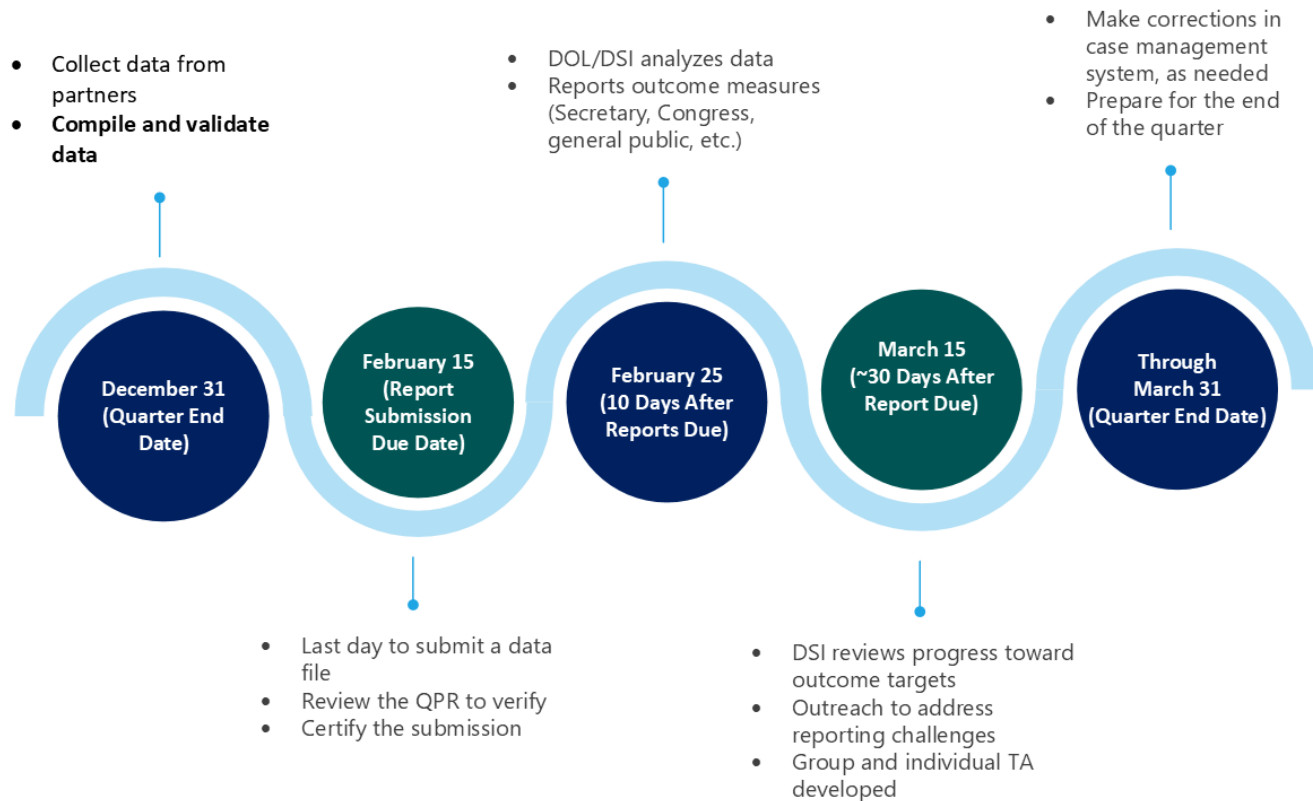
PERFORMANCE REPORTING PROCESS



Grantees establish performance targets



Establish your performance management system





QUESTIONS?

NEXT EVENT

- ▶ Quarterly Performance Reporting Office Hours for Nursing Expansion Grants
 - May 2 – 2:00-3:00 PM EST (1 PM CST/12 PM MST/11 AM PST)
 - May 9 – 2:00-3:00 PM EST (1 PM CST/12 PM MST/11 AM PST)

RESOURCES

- ❖ H-1B Grants Performance Reporting and WIPS Guidance Handbook
 - ➔ [Track 1 version](#)
- ❖ Nursing Expansion H-1B 2021 PIRL
 - ➔ [Excel file](#)
- ❖ Performance Reporting Orientation 101
 - ➔ [Recording, Slides, and Transcript](#)
- ❖ Performance Reporting Orientation 201
 - ➔ [Recording, Slides, and Transcript](#)
- ❖ Sample Case Management and Data File
 - ➔ [Excel file](#)
- ❖ Case Management and Intake TA Event
 - ➔ [Slide deck](#)
 - ➔ [Recording](#)
- ❖ Lessons Learned: Using Excel to Manage Data and Track Participants
 - ➔ [Slide deck](#)
 - ➔ [Recording](#)
 - ➔ [Tip Sheet](#)
- ❖ H-1B Nursing Expansion Data Collection and Tracking Toolkit
 - ➔ [PDF file](#)

CONTACT US!



Performance Questions?

NursingExpansion@dol.gov

Don't forget to copy your FPO!