

Reporting Requirements for the Exit-Based Program Outcome Measures - Industry-Driven Skills Training Fund

Exit-Based Program Outcome Measures

As described in TEGL-02-25, the impact of the Industry Driven Skills Training Fund (“Training Fund”) grant program will be assessed using multiple program outcomes, included the following exit-based Workforce Innovation and Opportunity Act (WIOA) Primary Indicators of Performance:

- **Employment Rate – 2nd Quarter After Exit** - Percentage of participants who are in unsubsidized employment during the second quarter after exit from the program
- **Employment Rate – 4th Quarter After Exit** - Percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program
- **Median Earnings – 2nd Quarter After Exit** - Median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program

Reporting WIOA Primary Indicators: Two Options

Grantees have two options for providing employment data information to the Department of Labor (DOL) that informs these three indicators:

- **Option 1:** Enter data about participants, including Social Security numbers (SSNs), through the Workforce Integrated Performance System (WIPS), which masks personally identifiable information. Grantees use the PIRL 2700 data element of the [Training Fund Participant Individual Record Layout \(PIRL\) schema](#) to record SSNs. DOL will use the SSNs to obtain data for the indicators using Common Reporting Information System (CRIS) and aggregate that data for performance indicators.
- **Option 2:** Enter data about participants and their employment outcomes through WIPS using data elements in sections 1600 and 1700 of the [Training Fund PIRL schema](#). DOL will generate aggregated data for the performance indicators using the information provided.

Which One Should You Choose?

Below are some considerations for each option.

Option 1: SSN-Based Reporting (Automated)	Option 2: Manual Outcome Reporting
How it Works: Grantees enter participant Social Security Numbers (SSNs) into the Workforce Integrated Performance System (WIPS).	How it Works: Grantees enter detailed employment outcome information for participants directly into WIPS.

DOL's Role: DOL uses the SSNs to securely match data, which automatically populates these performance indicators on the Quarterly Performance Report (QPR) for grantees who select this option.	DOL's Role: DOL uses the individual-level participant data submitted for related data elements by grantees who select this option to aggregate these performance indicators on the QPR for these grantees.
Your Role: Collect SSNs of participants and report them in your grant's data file using PIRL 2700 of the Training Fund PIRL schema.	Your Role: Collect data on employment and earnings for each individual participant at various points post-exit and report it in your data file using sections 1600 & 1700 of the Training Fund PIRL schema.
Key Consideration: Grantees are not required to collect and report the detailed outcome data found in sections 1600 & 1700 of the Training Fund PIRL schema.	Key Consideration: This option may be preferable for grantees who prefer not to transmit SSNs or face challenges collecting them from participants or their employers.

Important Rules & Requirements

- **Employer Responsibility:** Participating employers must agree to provide the necessary training and employment data for all required grant reporting, which may include either SSNs or the detailed employment data necessary for WIPS to calculate the exit-based outcomes.
- **SSN Data is Limited:** If you choose Option 1, SSNs can only be used by DOL for the exit-based WIOA Primary Indicators. Grantees must still collect data for all other indicators and outcome measures identified in TEGL 02-25 directly from participants or their employers.
- **Collecting SSNs (for Option 1):**
 - Participants must be informed why their SSN is being requested.
 - Participants must be given the chance to opt out of disclosure.
 - Training cannot be denied if a participant refuses to provide their SSN. In this situation, their outcome data must be reported manually (as in Option 2).
 - Federal law and DOL policies require that SSNs be protected. For more information, review [TRAINING AND EMPLOYMENT GUIDANCE LETTER No. 39-11](#).

Communicating Your Preferred Method of Providing Exit-Based Outcome Data

As part of setting up a grant's account in WIPS for grant reporting, the Authorized Official of each grant must communicate the method by which the organization will transmit data for these outcomes to DOL via the Grant Reporting Setup Preferences Form provided by the Program Office during the reporting orientation period. QPRs for a grant cannot be generated until this information is received.

Changing Your Method of Providing the Data

Grantees may be able to switch later to the other option than the one they initially chose but must consult with DOL beforehand to ensure a smooth transition in the reporting system.