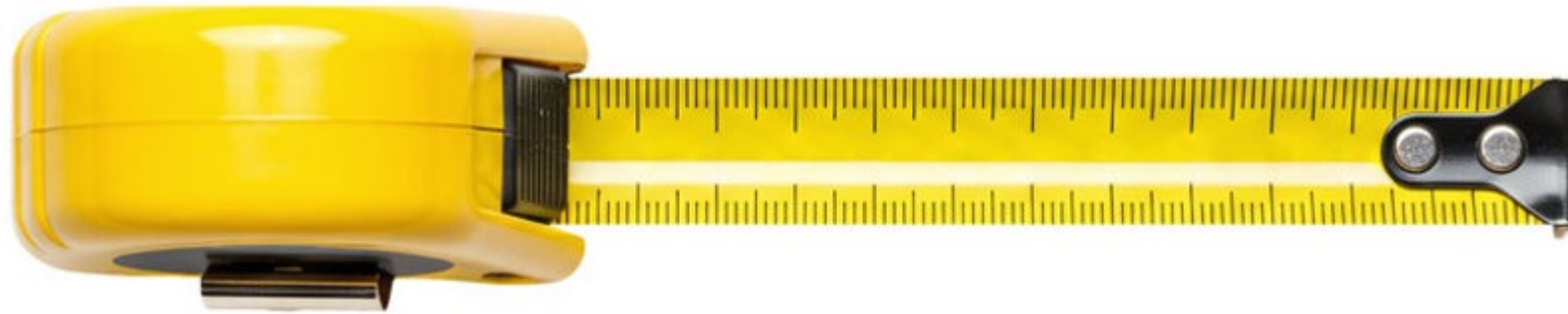


Measure Twice:



Mid-Program Checkpoint

DOL YouthBuild Convening

March 10, 2026



Amanda Brenner



Jeff Hunt



Barbara Poindexter Webb

DOL YouthBuild

Agenda

- Pre-apprenticeship
- Grant Timeline and Milestones
- Performance Indicators
- Case Management
- Quiz time

Pre-Apprenticeship



All DOL-funded YouthBuild programs are pre-apprenticeships: both the construction training and approved Construction Plus tracks.



[§ 681.480](#) A pre-apprenticeship is a program designed to prepare individuals to enter and succeed in an apprenticeship program and includes five elements →



Interested in strengthening your pre-apprenticeship?
[Contact your state's apprenticeship representative.](#)

Pre-Apprenticeship Elements

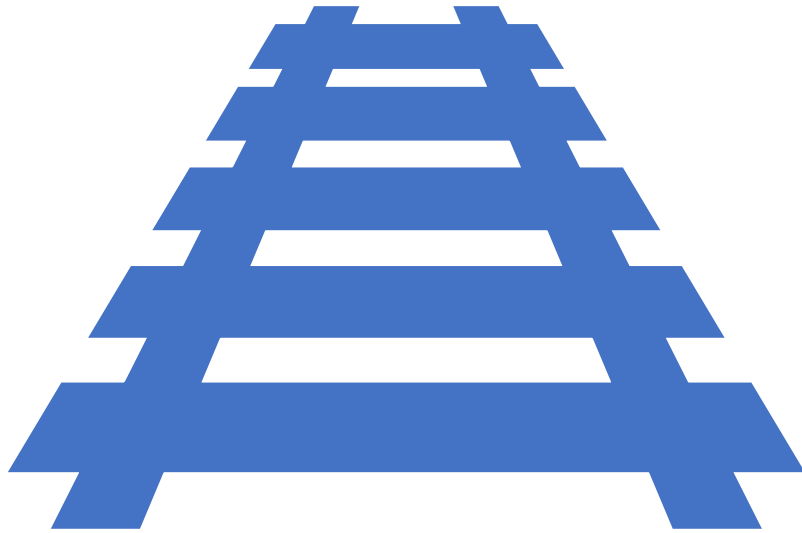
Training and curriculum that aligns with the skill needs of employers

Access to supportive services

Hands-on, meaningful learning activities that are connected to education and training activities

Opportunities to attain at least one industry-recognized credential

A partnership with one or more registered apprenticeship programs



Grant Timeline & Milestones

2023 Grantees

You Are Here
March 2026

**Active Services
Began**

October 1st, 2024

**Last Day to Enroll
Participants**

April 1st, 2026

**Period of
Performance
Ends**

September 30th, 2027

Final reports due
November 15, 2027

Planning

Active Services

Follow-Up

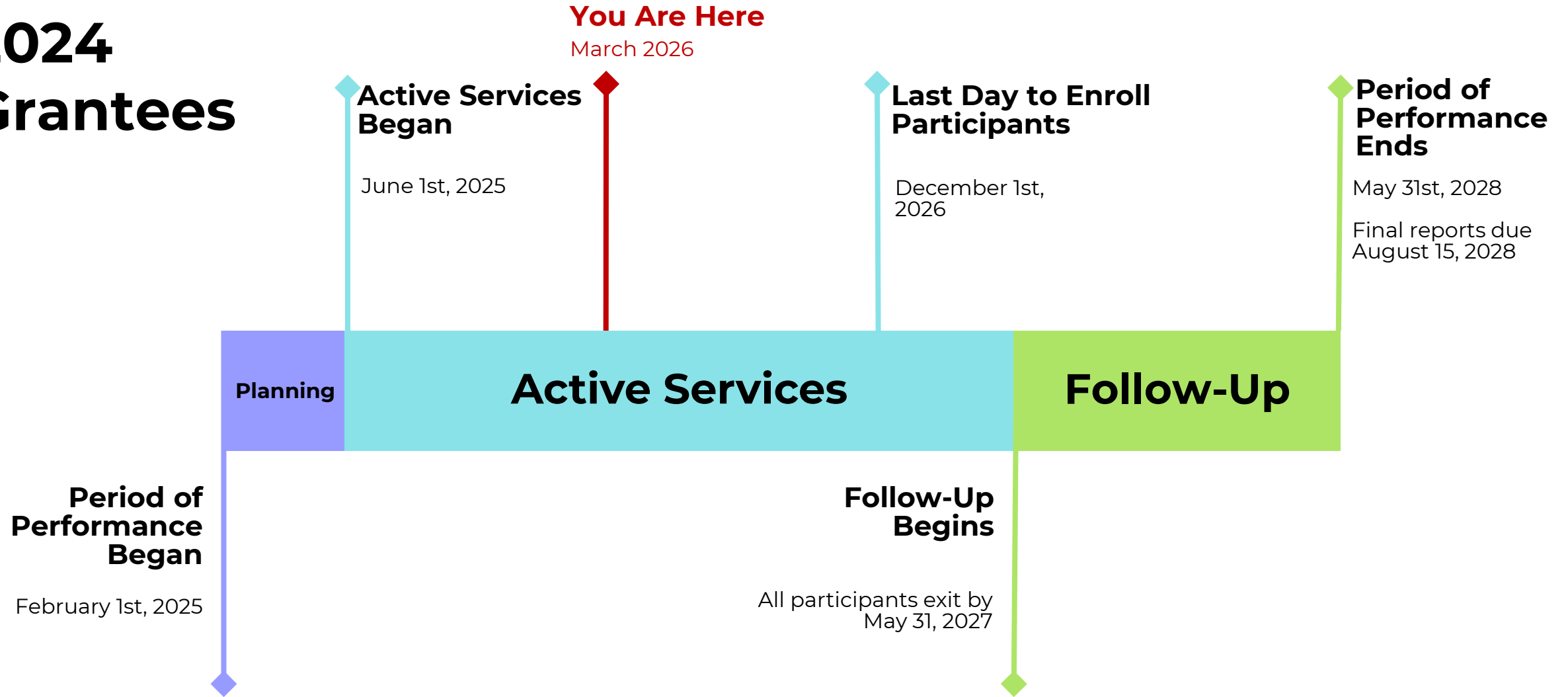
**Period of
Performance
Began**

June 1st, 2024

**Follow-Up
Begins**

All participants must exit by
September 30, 2026

2024 Grantees





Performance

YouthBuild Convening



WIOA Performance Indicators



Education or
Employment Q2



Education or
Employment Q4



Credential
Attainment



Median Earnings



Measurable Skill
Gains



Effectiveness in
Serving Employers

Guidance

- All the details on performance indicators are available in [TEGL 10-16, change 3.](#)



Education or Employment, Q2 and Q4

2

4

numerator

exitors in unsubsidized employment*,
postsecondary education, military,
or occupational skills training,
including AmeriCorps or Job Corps

denominator

exitors who have made it to
Q2/Q4 of follow-up

* employment for which the employer does not receive a subsidy from public funds to offset all or a part of the wages and costs of employing an individual

Credential Attainment



numerator

participants who attain a postsecondary credential or a high school diploma/equivalency* during participation or within one year after exit

denominator

exiters who are at or past the one-year post exit point

* high school diploma/equivalency only counts in numerator if such participants are also employed or enrolled in an education or training program leading to a postsecondary credential within one year after exit



Median Earnings

Median earnings of all exiters
in unsubsidized employment
Q2 after exit

Participant	Q2 Earnings
Amanda	\$9,772
Barbara	\$8,416
Nicole	\$6,612
Suzanne	\$5,132
Tiffani	\$3,985
Jeff	\$1,122
Mary	\$412

Measurable Skill Gains



numerator

participants who achieved at least one
type of measurable skill gain during the
current program year*

denominator

all participants who have been active in
the current program year

* July 1 – June 30
15



Measurable Skill Gains: Five Types



Documented achievement of at least one [educational functioning level](#) of a participant who is receiving instruction below the postsecondary education level



Documented attainment of a secondary school **diploma** or its recognized equivalent



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



Satisfactory or better **progress report**, towards established milestones, such as completion of on-the-job training or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training



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

Effectiveness in Serving Employers



numerator

denominator

exiters employed by the same employer
during Q2 and Q4*

exiters employed during Q2

* does not have to be the same position

2023 & 2024 YouthBuild Performance Goals

 **70%**

 **65%**

 **80%**

 **\$5k**

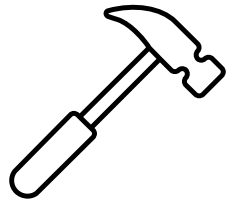
 **70%**

 **50%**

Other Outcomes



High School Diploma/Equivalency Attainment



Registered Apprenticeship Entry

What is CRIS?

- The [Common Reporting Information System](#) enables certain DOL ETA grant programs to access aggregate wage information.
- If you enroll participants in GPMS with SSNs **and** certify QPRs in WIPS on time, CRIS results may impact these outcomes ~6 weeks after the report deadline:
 - Education and Employment Rate – 2nd Quarter After Exit
 - Education and Employment Rate – 4th Quarter After Exit
 - Median Earnings
 - Effectiveness in Serving Employers

How CRIS works

- Let's say you have a cohort of 25 participants who exit together. You enrolled 20 of them in GPMS with SSNs.
- Two quarters later, you follow up with all 25 and confirm that 7 are in employment, education, or training.
 $7 / 25 = \underline{28\% \text{ (Supplemental)}}$
- You submit your QPR on time. CRIS matches 5 of them with employment records.
 $5 / 25 = \underline{20\% \text{ (UI Match)}}$
- 4 of those 5 were ones you didn't capture in GPMS.
 $11 / 25 = \underline{44\% \text{ (Combined)}}$

What CRIS looks like

- QPR (Rolling 4 Quarters) in WIPS
- Note the different **Cohort Periods** for each indicator: only participants who exited within that date range appear in the results.
- Pro tip: Click “Show Numerator/Denominator” for more info

D. WIOA PRIMARY INDICATORS OF PERFORMANCE

Performance Items	Total Current Period Combined	Total Current Period Supplemental	Total Current Period UI Match
1. Employment Rate (Q2) (Cohort Period:1/1/2023-12/31/2023)	76.2% 32/42	57.1% 24/42	64.3% 27/42
2. Employment Rate (Q4) (Cohort Period:7/1/2022-6/30/2023)	63.0% 34/54	48.1% 26/54	59.3% 32/54
3. Median Earnings (Cohort Period:1/1/2023-12/31/2023)	\$4,098	\$6,082	\$5,267

CRIS Timeline

1 For each
quarter of
your POP...

Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6					1	2	3					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28				25	26	27	28	29	30	31

2 ...reports
are due 45
days after
the quarter...

Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7			1	2	3	4	5						1	2
8	9	10	11	12	13	14	6	7	8	9	10	11	12	3	4	5	6	7	8	9
15	16	17	18	19	20	21	13	14	15	16	17	18	19	10	11	12	13	14	15	16
22	23	24	25	26	27	28	20	21	22	23	24	25	26	17	18	19	20	21	22	23
29	30						27	28	29	30	31			24	25	26	27	28	29	30

3 ...and you
should look back
at the QPR ~6
weeks after the
deadline to see if
CRIS added any
results.



YouthBuild Convening

Technical Assistance Resource Review

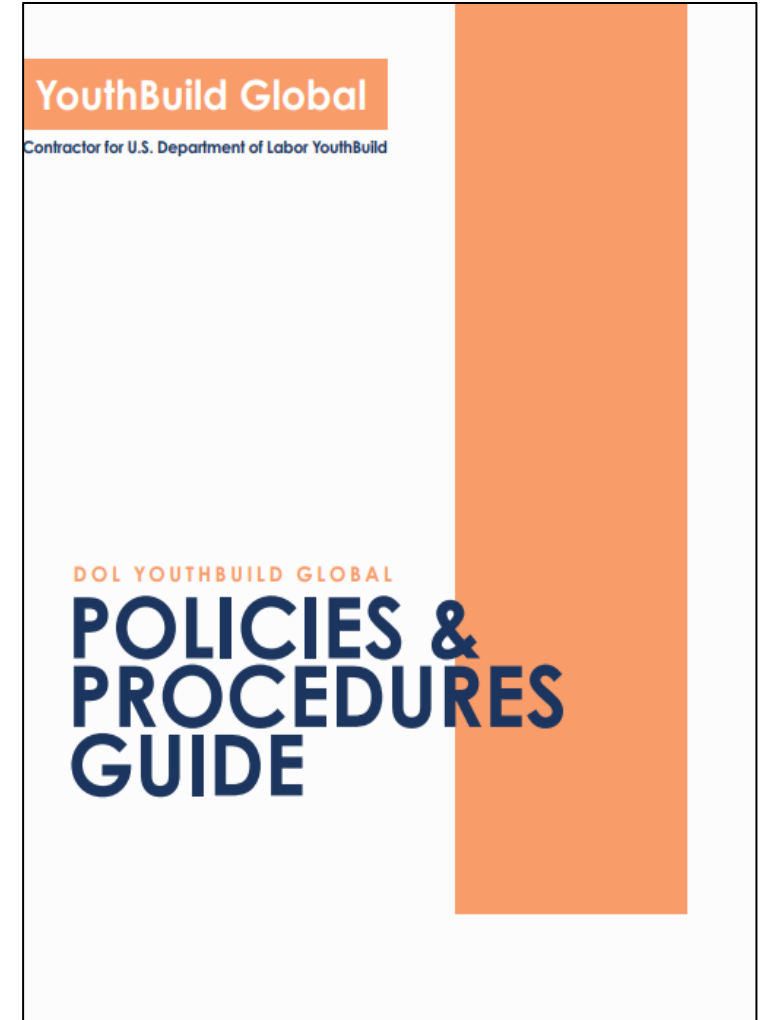
Compliant Policies and Procedures

- Fillable workbook: [WorkforceGPS - DOL YouthBuild Policies and Procedures Guide](#)

Incident Reporting

_____ is required by the Employment and Training Administration to report any allegation of fraud, malfeasance, misfeasance, misappropriation, and any suspected wrongdoing or misconduct. Participants, staff, and program partners have the right to file an incident report with the Employment and Training Administration in the event that such violations occur. Please see _____ for instructions on reporting such incidents.

In addition to your job description, staff participants are responsible for daily paperwork and special circumstances paperwork.



YouthBuild Index

- This index is a streamlined tool that allows you to quickly search for guidance by topic.
- [WorkforceGPS - YouthBuild Index: Rules, Requirements, and Resources](#)





Case Management



Case Management: Allowable Services

- Linkages to community services (e.g. weekly grief group, citywide meals for kids program) 
- Assistance with transportation (e.g., bus passes, fuel station gift card) 
- Assistance with childcare and dependent care (e.g., daycare fees) 
- Assistance with housing (e.g., security deposit for an apartment) 
- Needs-related payments (e.g., medical emergency, essential car part repair, grocery store gift card) 
- Assistance with educational testing (e.g., fees for GRE, SAT) 
- Reasonable accommodations for youth with disabilities (e.g., screen magnification software, large print textbook) 
- Legal aid services (e.g., citation fees, lawyer) 
- Referrals to health care (e.g., endocrinologist for diabetes management, licensed art therapist, dental clinic)  
- Assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear (e.g., PPE, formal professional clothing, uniforms) 
- Assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes (e.g., textbooks for an advanced technical school class, college application fee) 
- Payments and fees for employment and training-related applications, tests, and certifications (e.g., State CNA examination fee, licensing fee for barbers, re-issued birth certificates) 

Case Management: Scenario Study

YouthBuild Elsewhere (Boise, Idaho)

- **Legal Aid:** [Idaho Legal Aid Services, Inc., Idaho Law Foundation](#)
- **Workplace Clothing:** [Easter Seals Goodwill of the Northern Rocky Mountains, Dress for Success Boise Valley](#)
- **Dental:** [Carrington College Dental Clinic](#)
- **Domestic Violence Housing:** [Idaho Coalition Against Sexual & Domestic Violence](#)
- **Childcare:** [Giraffe Laugh Earlier Learning Center 501\(c\)\(3\)](#)



Design Your Own Local Services Tip Sheet

- Use the [Case Management and Supportive Services Tip Sheet](#) to do local research on allowable supportive services

- Birth certificate:
- Cash:
- Emergency housing:
- Interpersonal or domestic violence support:
- Mental health and substance use services in my area:
- Non-driver identification or driver's permit/license:
- Overdose prevention and reversal:
- Pregnant or Parenting support:
- Food support:

Where Do I Go?

Your area may have unique and/or limited services, but if you are unsure where to begin, check out some of these frequently accessed resources!

- **Birth certificate:** [Where to Write for Vital Records \(cdc.gov\)](#), [State Laws on Vital Records](#)
- **Cash:** [Temporary Assistance for Needy Families \(TANF\)](#) (national)
- **Suicide attempt, suicidal ideation, suicidal thoughts:** [Call, text, or chat 988](#) (national) to reach a regional help center for suicidal crisis; call 911 if a suicide attempt is imminent or in progress and request specialized mental health or mental health crisis-trained first responders when available
- **Emergency housing:** Federally funded [Transitional Living Program for Homeless Youth](#) offered at 191 community-based centers across the country, local or regional short-term shelters, municipal programs in some areas
- **Interpersonal or domestic violence:** Local or regional shelters for women and girls as well as victims of all genders, nonprofit interpersonal violence survivors counseling
- **Mental health and substance use services in my area:** [FindTreatment.gov](#)
- **Non-driver identification or driver's permit/license:** Closest regional Department of Motor Vehicles remote office, some states and territories have transitioned select DMV services online
- **Overdose prevention and reversal:** [SAMHSA's National Helpline](#), the opioid overdose reversal medication naloxone may be available to stock your first aid kit at local health departments; firefighting, EMS, or police stations; local medical providers, nonprofits and charities, vending machines, by standing order, or over-the-counter at some pharmacies, contact state health departments for locations of government issued or funded naloxone; call 911 for suspected overdose
- **Pregnant or Parenting:** Federally funded and state, jurisdiction, or tribally administered social service [Maternal, Infant, and Early Childhood Home Visiting \(MIECHV\) Programs](#), 18 federally funded [Maternity Group Home \(mghs.gov\)](#) projects across the country, local gynecologist or obstetrician on a sliding scale for pre-natal and post-natal checkups
- **Food:** USDA [SUN Meals \(Summer Food Service Program\)](#) for youth under 18, or older with eligible disability; National [Supplemental Nutrition Assistance Program \(SNAP\)](#); create on-site food pantry for those with food insecurity that is stocked with staple items from donations or grant funding for food as a supportive service.¹

Example



Barbara is a case manager for YouthBuild Elsewhere in Boise, Idaho. After being hired during her grant's planning period, she brainstorms common needs in Boise. She then researches and saves links to potential partners to meet those needs, as well as local sliding scale and no-cost services. Barbara lives down the street from a local, family-owned uniform retailer, so she reaches out to seek donations for steel-toed boots. Her YouthBuild program and the retailer sign an MOU for this agreement. Barbara is now prepared for many scenarios before she welcomes her first cohort.

Here is a section of her resource list:⁴

Legal Aid: [Idaho Legal Aid Services, Inc.](#), [Idaho Law Foundation](#)
Workplace Clothing: [Easter Seals Goodwill of the Northern Rocky Mountains](#), [Dress for Success Boise Valley](#)
Dental: [Carrington College Dental Clinic](#)
Domestic Violence Housing: [Idaho Coalition Against Sexual & Domestic Violence](#)
Childcare: [Giraffe Laugh Earlier Learning Center 501\(c\)\(3\)](#)

¹ 20 CFR 681.570

² EPL 09-22 | U.S. Department of Labor ([dol.gov](#))

⁴ Examples are for learning purposes and are not endorsements

Case Management: Sample Forms and Documents

YB YOUTH BUILD

NORTH SHORE CDC

Equal Opportunity

North Shore Community Development Coalition is an equal opportunity employer. North Shore CDC employs qualified individuals without regard to their race, color, religion, creed, sex, national origin, citizenship, age, disability, genetic predisposition or carrier status, marital status, sexual orientation, uniformed service, protected activity (e.g., opposition to prohibited discrimination or participation in proceedings, covered by the anti-discrimination statutes) or any other characteristic protected by law. Toward this end, all employment-related activities are conducted on a non-discriminatory basis in full compliance with federal, state, and local laws prohibiting discrimination in employment. Violations of this policy are strictly prohibited.

Participant's Name

(Print)

Participant's Signature

Date

- Samples of compliant and useful forms from peer grantees to individualize and use as your own.
- [WorkforceGPS - Sections of a Case File and Sample Documents](#)

Case Notes: A Matter of Compliance

- Monitor participant progress, change, needs, requests, goals, and successes
- Informal interactions with a participant should be logged in addition to notes on scheduled meetings
- Use a consistent template
- Every case note should be signed and dated by the case manager
- Stick to the facts

YouthBuild Case Notes	
Client:	Date:
Note:	
Outcome (if any):	
Any follow-up or Action plan needed:	
Staff:	Date:

Case Management: Documentation

- Self-Attestation is a declaration of information for a particular data element, signed and dated by the participant. Some, but not all, requirements can be self-attested by a participant if acquiring paperwork presents a burden.
- You should note and date attempts to acquire physical documents prior to offering self-attestation as an option.
- Grant funds can be used to help youth request copies of legal documents.
- We provide a model self-attestation form for YouthBuild programs: [Summary of TEGl 23-19, Change 3 for DOL YouthBuild Grantees](#)
- [WorkforceGPS - Selective Service System Information and Updates](#)

YouthBuild USA

Contractor for U.S. Department of Labor YouthBuild

YouthBuild Intake Self-Attestation

The self-attestation below documents the following intake elements (e.g., *Highest School Grade Completed at Program Entry*):

I, _____, am unable to produce approved source documentation for YouthBuild intake elements, and therefore, I attest that I meet the requirement(s) written above truthfully and accurately to the best of my knowledge. I attest that all information provided in this document is true and accurate to the best of my knowledge. I understand that providing false information could lead to my immediate removal from the YouthBuild program.

Signature of Prospective Participant ¹ _____	Date (mm/dd/yy) _____
Signature of Case Manager or Other Staff Authorized Signatory _____	Date _____

Case Manager Notes:

¹ Note: some programs may also require parent/guardian signatures for participants under 18. This is not a DOL requirement.

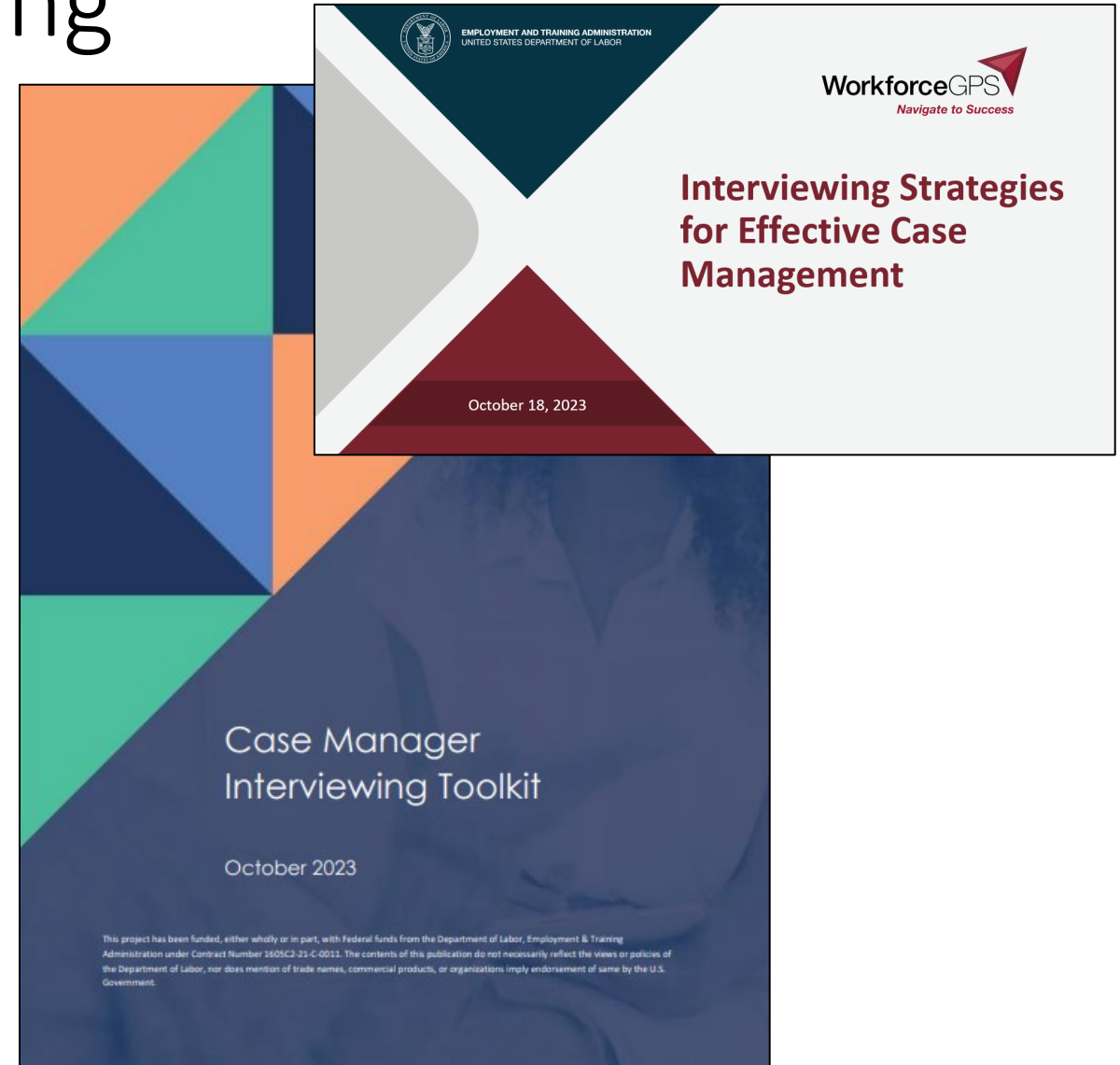
Case Management: Monitoring and Compliance

- On monitoring visits, FPOs frequently look at case files in depth
- Case files that do not meet standards of compliance are a common finding e.g., no case notes included, birth year not documented, case manager does not date entries
- Extensive guidance, best practices, and instructions: [WorkforceGPS - DOL YouthBuild Case File Toolkit](#)
- Video: [WorkforceGPS - Effective Case Management: How to Set Up a Case File](#)



Case Manager Skill-Building

- Resources, tools, and guidelines for case management interviews: [WorkforceGPS - Case Manager Interviewing Toolkit](#)
- Motivational Interviewing (MI) and trauma-informed care techniques: [WorkforceGPS - Interviewing Strategies for Effective Case Management](#)



Resources for Challenging Support Needs

- Critical crisis information on youth suicide prevention:
[WorkforceGPS - Suicide Prevention Webcast](#)
- How do I know when mental illness rises to the level of a protected psychiatric disability?:
[WorkforceGPS - Serving Youth with Psychiatric Disabilities Webcast](#)

 **An Introduction to Youth Suicide Prevention**
WorkforceGPS

Occupational Suicide Rates



- **Construction and extraction workers** (e.g. mining) have the highest suicide rate of any occupation, men at about twice the national male worker average and women more than triple the national female worker average
- Relatedly, suicide rates in **installation, maintenance, and repair** sit at #2
- One of the most popular career pathways for women, **healthcare support work**, has the sixth highest suicide mortality rate among all workers, male or female
- Individual jobs and trades for men: **Structural steel workers, masons, roofers**, and other **general construction laborers** are all within the top 10
- Individual jobs and trades for women: **General manual laborers and freight movers; personal care aids; nursing, psychiatric and home health aids; and registered nurses** all fall within the top 7

References: CDC, American Society of Safety Professionals through OSHA (2016, published 2020)

 **Serving Youth with psychiatric Disabilities Webcast 9/18/24**
WorkforceGPS

Serving Youth with Psychiatric Disabilities

For Workforce Development Practitioners



Division of Youth Services
Employment and Training Administration
Office of Workforce Investment
U.S. Department of Labor

00:08

Which of the following is not an allowable supportive service?

Bus passes

Assistance with
childcare

Assistance with housing

Needs-related payments

Reasonable
accommodations for
youth with disabilities

Legal aid services

Assistance with work
attire and work-related
tools

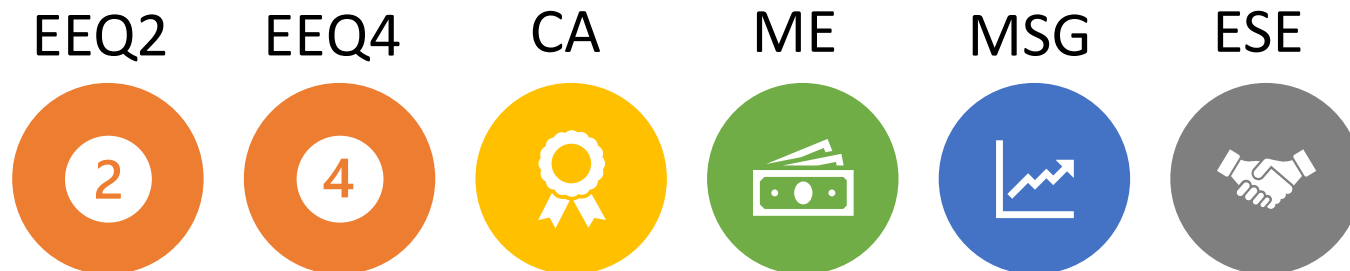
Assistance with
necessary items for
postsecondary classes

Payments and fees for
employment and
training-related
applications, tests, and
certifications.

YouthBuild AnyTown Participant Stories #1

During her time in the program, Brenda completed her HSD and NCCER certification. Two quarters after exit, she had a job at Ross and earned \$2,465. Four quarters after exit, she was not employed.

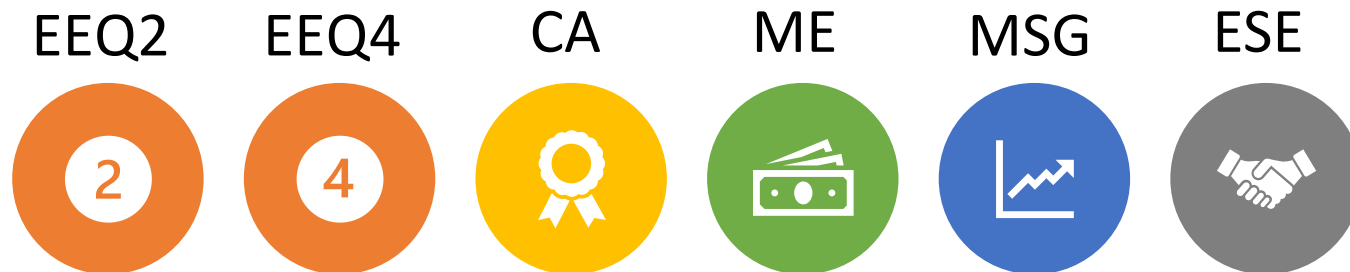
In the chat, enter which indicators are relevant to her outcomes:



YouthBuild AnyTown Participant Stories #2

Wolfgang passed his GED and increased his EFL in math during his time in the program. He was not employed in the year after exit.

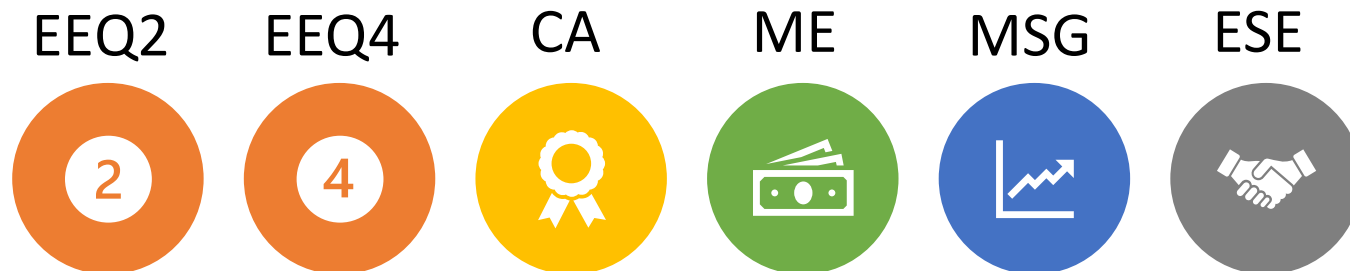
In the chat, enter which indicators are relevant to his outcomes:



YouthBuild AnyTown Participant Stories #3

Kelly received an associate's degree during programming. Eleven months after exit, she started working at the same college, earning \$32,000 per year.

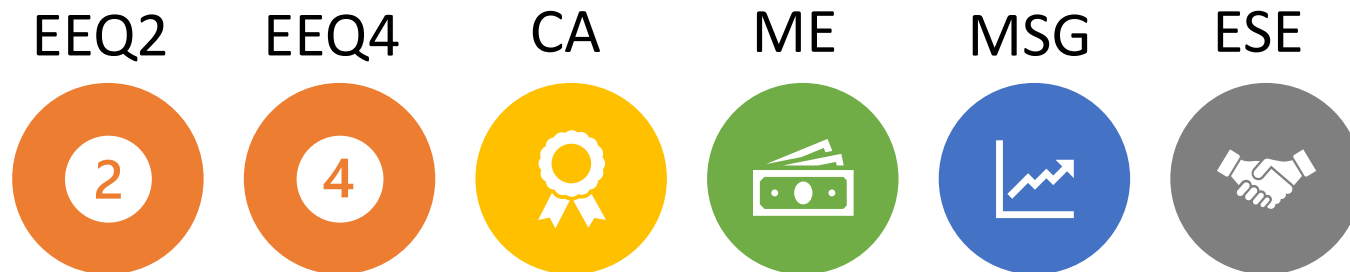
In the chat, enter which indicators are relevant to her outcomes:



YouthBuild AnyTown Participant Stories #4

Gregory passed his final HBI PACT exam and earned his certification in the week after exit. Two quarters after exit, he earned \$13,300 working at Home Depot. Four quarters after exit, he started working at Lowe's.

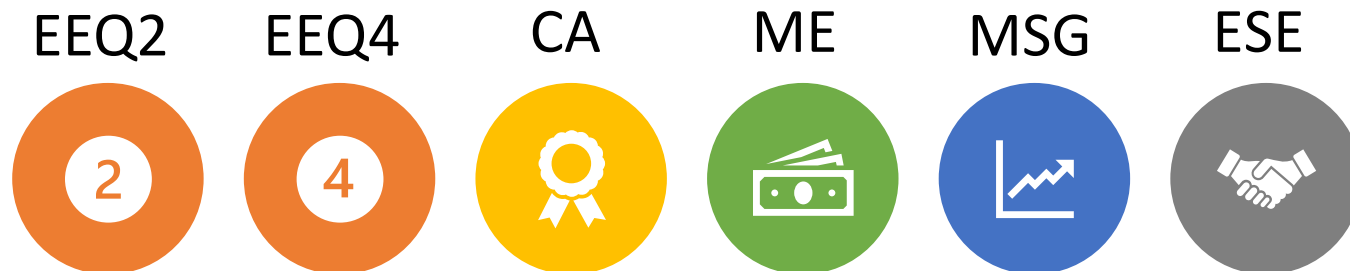
In the chat, enter which indicators are relevant to his outcomes:



YouthBuild AnyTown Participant Stories #5

Samson completed the HiSET one week before exit and started working at DOL one month after exit. Two quarters after exit, he earned \$10,972, and he kept his job through quarter four.

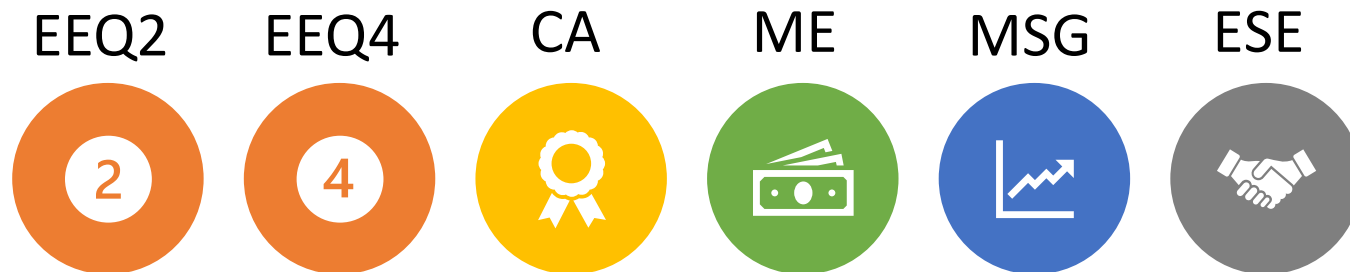
In the chat, enter which indicators are relevant to his outcomes:



YouthBuild AnyTown Participant Stories #6

During the program, Lucky improved her TABE score from Low Intermediate to High Intermediate. Two quarters after exit, she earned \$635 working at PetSmart for one week. Two quarters later, she won \$3million from the lottery.

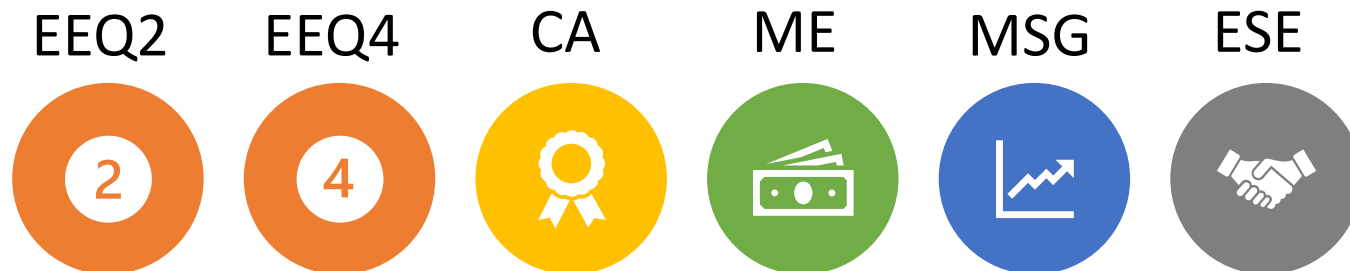
In the chat, enter which indicators are relevant to her outcomes:



YouthBuild AnyTown Participant Stories #7

Mac trained in cosmetology during his time in the program and passed his license exam six months after exit. He began an apprenticeship at Sephora during the fourth quarter after exit.

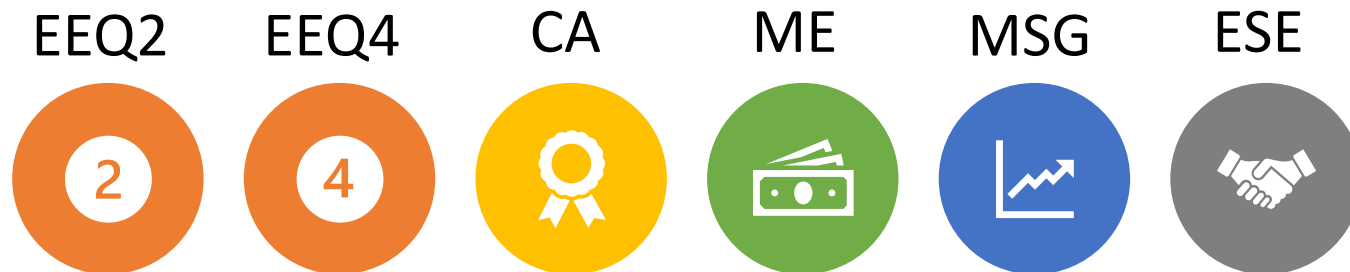
In the chat, enter which indicators are relevant to his outcomes:



YouthBuild AnyTown Participant Stories #8

Florence completed her GED while in the program. Two quarters after exit, she completed her phlebotomy certification, started working at a clinic, and earned \$1,908. She was promoted in quarter four and earned \$2,265.

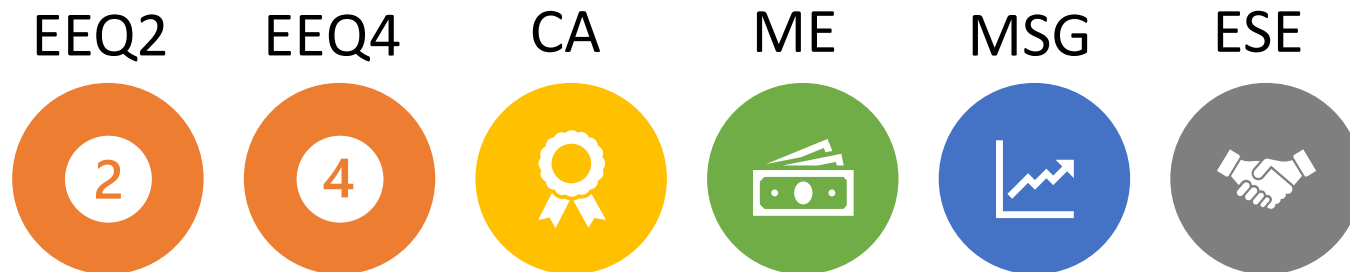
In the chat, enter which indicators are relevant to her outcomes:



YouthBuild AnyTown Participant Stories #9

During the program, Frasier earned his HSD. The day after exit, Frasier began working at a radio station. Two quarters later, he earned \$20,624. Four quarters after exit, he earned \$23,542 at the same station.

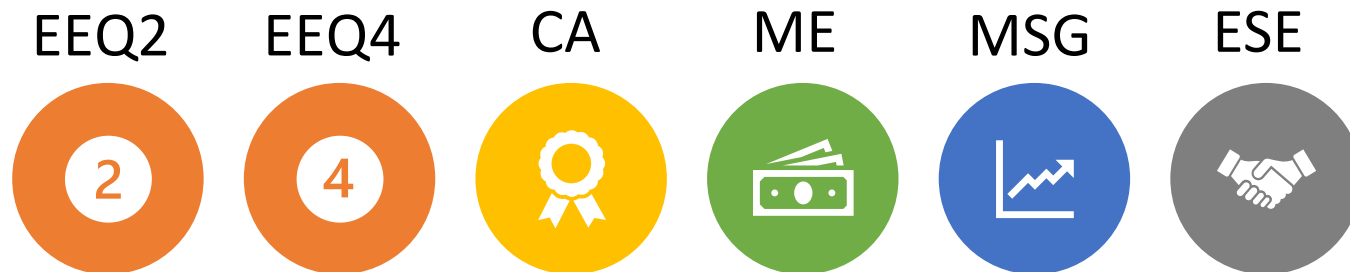
In the chat, enter which indicators are relevant to her outcomes:



YouthBuild AnyTown Participant Stories #10

During the program, Shelly passed two sections of the GED exam. She began her paid apprenticeship at a daycare center in quarter two after exit, earning \$3,522, and continued the apprenticeship through quarter four.

In the chat, enter which indicators are relevant to her outcomes:





Thank you!