

WISCONSIN



DWD

# Workforce Innovation Opportunity Act (WIOA) Data Lifecycle

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Education and Training Performance Indicators

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# Objectives

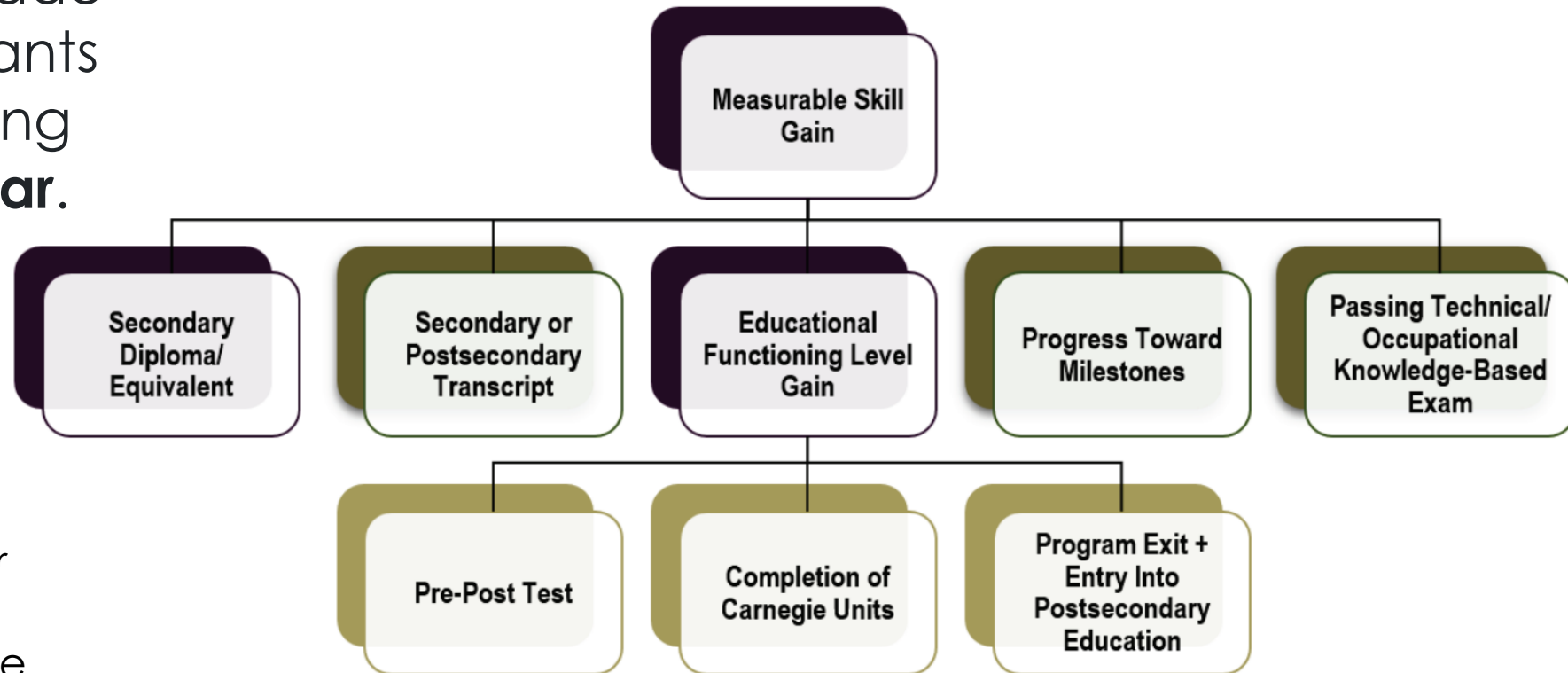
Measurable Skill Gains	Know the different types of Measurable Skill Gains (MSGs) and how to record in ASSET
Credentials	Identify Credentials scenarios and how to record in ASSET
Current Performance	Explore current performance results and reporting trends



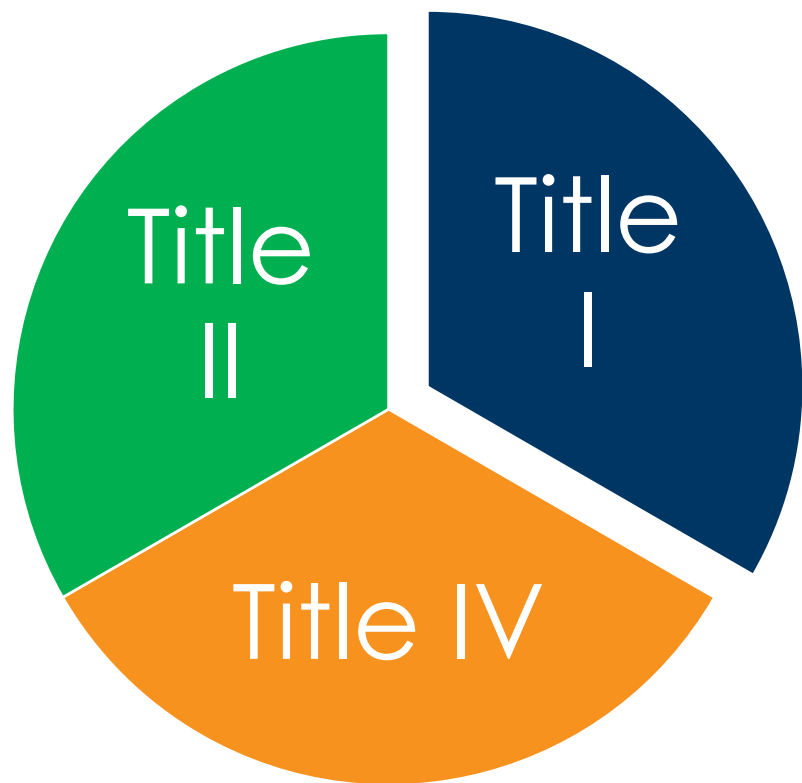
# Measurable Skill Gains

Designed to measure in-progress skill gains made by program participants in education or training **during a program year.**

[Training and Employment Guidance Letter No. 10-16, Change 3: Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Core Programs](#)



# Who's Included?



- Participants in Title I-funded training program
- Participants that share a common exit (for example, TAA & Dislocated Worker Grants)
- All In School Youth (ISY) are included in the measurable skill gains indicator since they are attending secondary or postsecondary school.
- Title II – Wisconsin Technical College System
- Title IV VR

# Method 1: EFL Gain

Programs may measure Educational Functioning Level (EFL) gain in one of **four** ways:

1. Compare participant's initial EFL, measured by a pre-test, with the participant's EFL, measured by a post-test. (Based on NRS approved list of tests.)
2. Measure and report EFL gain through the awarding of credits or Carnegie units. (Not applicable in Wisconsin.)
3. **Updated:** Participants **enrolled** in a program below the postsecondary level and enrolled in postsecondary education and training **during the program year**. A program below the postsecondary level applies to a basic education program.
4. **New:** Participants who pass a subtest on a state-recognized high school equivalency examination.



# Method # 1 EFL Gain in ASSET

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1. EFL Pre- and Post-test
  - ASSET Assessments
  - Resulted in an EFL increase for the participant
2. Participants in an educational program below postsecondary that enroll in postsecondary during participation or after exit within the PY.
  - Already in or entered an educational program below postsecondary AND either
    - received a postsecondary education/training service during their episode of participation.
    - exited and entered postsecondary education within the PY of exit.
3. NEW: Participants who pass a subtest on a State-recognized high school equivalency examination
  - Does this occur? If so, we need a way to record these as an EFL gain in ASSET.



# Method 1 in ASSET EFL Test

## ASSET Assessment Summary

### EFL Test Scores

Test Category	Create Date
ABE	09/23/2024

1 row(s) found.

### General Program Information

Date Enrolled in Secondary Education: 01/31/2024

### General EFL Test Score Information

\* Test Category: ABE

Pre-Test Overview

Post-Test Year One

Post-Test Year Two

Post-Test Year Three

Post-Test Year Four

Post-Test Year Five

#### Functional Area #1

\* Assessment Tool: TABE (11-12)

\* Functional Area: Mathematics

\* Score: 485

\* Date Administered: 01/18/2024

Set As Today

\* Grade Equivalent: 3.0

Educational Functioning Level: ABE Level 2

#### Functional Area #2



# Method 1 in ASSET

## Secondary to Postsecondary

### Secondary Services

- Adult Education and Literacy
- Remedial Education (TAA)
- English Language Instruction
- Non WIOA Funded Secondary Education
- Adult Basic Education (co-enrolled in Youth Program)
- Alternative Secondary School or Dropout Recovery Services
- Tutoring, Study Skills Training, Dropout Prevention
- Instruction Leading to Secondary School Completion
- Adult Basic Education
- YouthBuild (co-enrolled in Youth Program)
- Job Corps (co-enrolled in Youth Program)



# Method 1 in ASSET

## Secondary to Postsecondary

### Postsecondary Services

- Customized Training
- Entrepreneurial Training
- Job Readiness Training
- Occupational Classroom
- On-The-Job Training
- Apprenticeship Training
- Combined Workplace Skills Training & Related Instruction
- Prerequisite Education
- Non WIOA Funded postsecondary Education
- Incumbent Worker Training
- Occupational Skills Training
- Apprenticeship
- YouthBuild
- Job Corps

Follow-up Status Overview | First Quarter | Second Quarter | Third Quarter | Fourth Quarter

Has this person entered post-secondary education within 365 days after exit?

Yes ▾

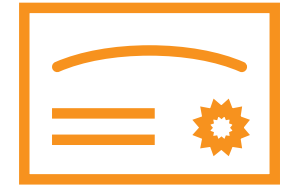
! \* Date entered post-secondary education:  [mm/dd/yyyy] [Set As Today](#)



# Method 2: Secondary School Diploma

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- Diploma or State-recognized equivalent documenting satisfactory completion of secondary studies or an alternate diploma, including a high school or adult secondary school diploma.
- Certification of attaining passing scores on all parts of a State-recognized high school equivalency test.



# Method 2 in ASSET

- Follow-ups screen: Credential Attained = “High School diploma” or “GED or Equivalent”

## Followup Summary

### Follow-up Credentials

Program Name	Source	Credential	Credential Date
Title 1	ASSET	High School Diploma	01/17/2025

## Follow-up Credentials

Event History

- \* Credential Attained:
- \* Date Credential was Attained:  [mm/dd/yyyy]



# Method 3: Transcript/Report Card Meeting State's Unit Policy

- Secondary transcript or report card for one semester showing that the participant is achieving the state unit's policies for academic standards.
- Postsecondary transcript or report card demonstrating a sufficient number of credit hours, at least 12 hours over the course of two completed semesters or three trimesters during a 12-month period.



# Method 3 in ASSET

## Measurable Skill Gains

Program Name	Measurable Skill Gain Source	Measurable Skill Gain Attained	Date Attained
Title 1	ASSET	Secondary Education Transcript/Report Card	03/06/2025

## Measurable Skill Gain Details

Event History

\* Measurable Skill Gain Attained:

\* Date Attained:

MSG Returned from WTCS:

Comments:

- Training Milestone (Progress Reports)
- Skills Progression (Exams)
- Secondary Education Transcript/Report Card
- Post-secondary Education Transcript/Report Card



# Method 4: Training Milestone

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A satisfactory (or better) progress report towards established milestones from an employer or training provider:

- Progress reports must document the participant's substantive skill development or gain.
- An established milestone should be established in advance of the education or training program, or in advance of the program year being measured



# MSG Method 4 in ASSET

## Measurable Skill Gain Details

Event History

\* Measurable Skill Gain Attained:

Training Milestone (Progress Reports) ▾

\* Date Attained:

01/09/2025 [mm/dd/yyyy]

MSG Returned from WTCS:

Yes  No

Comments:

University of WI - Parkside Progress Report notes 88% Program Completion in the Digital Court Reporting with Legal Transcription Program. On Track to complete course by scheduled end date of 3/10/2025

caution 500 character limit



# Method 5: Skill Progression via Exam

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Documentation may include

- Passing a component exam in a Registered Apprenticeship program
- Employer-required knowledge-based exam
- Satisfactory attainment of an element on an industry
- Occupational competency-based assessment, or other completion test necessary to obtain a credential



# MSG Method 5 in ASSET

## Measurable Skill Gain Details

Event History

\* Measurable Skill Gain Attained:

Skills Progression (Exams) ▾

\* Date Attained:

04/17/2025 [mm/dd/yyyy]

MSG Returned from WTCS:

Yes  No

Comments:

Successfully passed AAERT - Certified Electronic Transcriber (CET) Knowledge Exam with a score of 85% - Passing Score is 80%

caution 500 character limit



# What counts as a Credential?

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1. A **recognized postsecondary credential** attained during participation or within one year after exit from the program.
2. If a participant receives a **secondary school diploma or equivalent**, they are counted as attaining a credential if the participant was also either:
  - a) Employed during the first four full quarters after exit
  - b) Entered postsecondary education within one year of program exit



# Recognized Postsecondary Credential

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Defined as a:

- a) Credential consisting of an industry-recognized certificate or certification
- b) Certificate of completion of an apprenticeship
- c) License recognized by the State involved or Federal government
- d) An associate or baccalaureate degree, as well as graduate degrees for purposes of the VR program as required by section 103(a)(5) of the Rehabilitation Act



# Secondary School Diploma

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## Or Recognized Equivalent

Examples of what would count as a secondary school diploma or recognized equivalent:

- High School Diploma or High School Equivalency Diploma (HSED)
- General Education Development (GED)
- Example of what would not count as a secondary school diploma or recognized equivalent:
  - Special education certificate



# Who's included?

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- Title I Adult & Dislocated Worker
  - All adult program participants who received training that was not OJT or Customized Training
- Title I Youth:
  - All in-school youth (ISY) are included due to attending secondary or postsecondary school.
  - Only out-of-school youth (OSY) participating in one or more of the following are included:
    - The program elements occupational skills training, apprenticeship training
    - Secondary education during participation in the Title I Youth program
    - postsecondary education during participation in the Title I Youth program
    - Title II-funded adult education during participation in the Title I Youth program
    - YouthBuild during participation in the Title I Youth program
    - Job Corps during participation in the Title I Youth program



# Exclusions

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- Participants who exited a program and who were enrolled in the following are excluded from the credential attainment indicator:
  - OJT only
  - Customized training only
  - Title III Employment Service program (Wagner-Peyser) only.
- Also, participants who exit for any of the reasons listed in the [DOL TEGl 10-16, Change 3 Attachment II: Exclusions Tables](#) are also excluded from the credential attainment indicator.



# Credential Examples

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## Credential

- An industry recognized certificate or Certificate of completion of an apprenticeship or youth apprenticeship
- License recognized by state or federal
- Technical diploma or associate, bachelor's or master's (graduate) degree
- Job Corps certificate of completion for career technical training

## Not a credential

- Continuing Education Units (CEUs) or certificates of completion
- Work readiness certificates
- Workforce Development Board awarded certificates
- General skill certificates related to safety or hygiene
- Credentials that are not industry-recognized or sought by employers in industry



# Credential Providers

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- A state educational agency
- An institution of higher education
- An institution of higher education that is formally controlled by the governing body of an Indian tribe or tribes
- A professional, industry, or employer organization or product manufacturer
- ETA's Office of Apprenticeship or a State Apprenticeship Agency
- A public regulatory agency
- A program that has been approved by the Department of Veterans Affairs
- Job Corps



# Postsecondary Credential Checklist

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- Is the certificate awarded for recognition of an individual's attainment of measurable technical or industrial/occupation skills?
- If certificate is not a work readiness certificate, indicate Yes.
- Does the certificate recognize technological or industry/occupational skills for the specific industry/occupation?
- If certificate is not issued by a workforce development board, indicate Yes.
- Is it issued by one of the eight identified entities that issue recognized postsecondary credentials?



# Credential Review Process

4: Decision communicated to requestor, posted to WIOA performance SharePoint site.

1: Review preapproved list, and credential checklist. Submit to the Education and Training Advisory group for review.

2: Education and Training Advisory group reviews

3: Education and Training Advisory group makes decision



# Entering Credentials in ASSET

## Occupational Skills License

- License
- Example: Licensed Practical Nurse (LPN)

## Occupational Skills Certificate:

- Certificates are completion-based and denote participation in a defined course of study
- Examples: Registered Apprenticeship and Career and Technical Education educational certificates

## Occupational Certification:

- Certifications attest to the attainment of competence through a rigorous examination or demonstration and may also have a work experience requirement.
- Example: Certified Nursing Assistant (CNA)

## Follow-up Credentials

\* Credential Attained:  
\* Date Credential was Attained:  
Credential Returned from NSCH:  
Credential Returned from WTCS:  
Comments:



Even

High School Diploma  
GED or Equivalent  
Associate's Degree  
Bachelor's Degree  
Occupational Skills License  
Occupational Skills Certificate  
Occupational Certification  
Master's Degree/Equivalent  
Doctorate Degree/Equivalent  
Other Recognized Diploma, Degree, or Certificate



# Q&A: Credits

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**Q:** Does 12 credits over spring-summer-fall count towards the credit threshold for MSG Method 3: Transcript/Report Card

**A:** Yes

- But you wouldn't be able to overlap (for example, use the three credits from fall for spring-summer-fall and then again for fall-winter-spring or fall-spring).
  - Note: The MSG will be reported at the end of the most recent semester/trimester (e.g., spring-summer-fall reported as MSG after fall).



# Q&A: Credits

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**Q:** Are there any courses that would count as an MSG upon completion, even if the participant does not take enough credits to meet the 12 credits requirement?

**A:** Yes

- Either as Method #4: Training Milestone
- Or Method # 5: Skill Exam if planned in advanced/documentated on IEP and is occupational or industry specific (depending on what is documented)



# Q&A: When to Report

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**Q:** Does every MSG need to be recorded?

**A:** They **should** be per DOL.

- Recommendations:

- Try for the 1<sup>st</sup> opportunity in case there is not a chance for another (drop courses, etc.)
- Focus on getting one per semester



# Q&A: When to Report

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**Q:** What if you forget to report an *MSG* and the client has been exited. Can you go back in and report?

**A:** Yes

- You have until September after the program year ends before the PY reporting deadline to report an *MSG* for the most recent PY.



# Q&A: Co-Enrollment & Funding

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**Q:** If someone is co-enrolled and achieves the MSG in a class paid for by another grant, can WIOA still take credit for the MSG and vice versa?

**A:** Yes

- If it's a WIOA grant



# Q&A: Co-Enrollment & Funding

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**Q:** If a TAA participant is co-enrolled with WIOA, who enters the MSG?

**A:** Either. For reporting purposes, both TAA and WIOA will get credit if the participant was co-enrolled.

- If more than one is entered, reporting takes the entry with the most recent date.



# Q&A: Co-Enrollment & Funding

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**Q:** Why doesn't "other" funded training count toward MSG/Credential indicators?

**A:** It must be WIOA-funded



# Q&A: Documentation

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**Q:** Can a Credential also be an MSG, using the same documentation?

- Participant gets a license, which is a credential, and they had to pass an exam to get the license so is it also an MSG?

**A:** No

- The license is the credential, the exam is the MSG, Method 5: Skill Exam



# Q&A: Documentation

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**Q:** What can be used for an MSG for Progress Reports (not based on credits achieved) when someone is in postsecondary school?

**A:** Needs to show they progressed in a skill as described on IEP

- Tests: Midterm vs Final
- Course projects: Project 1 vs project 5
- Clinicals: Basics → Intermediate → Advanced
- Progress reports completed by educators or employers



# Q&A: Documentation

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**Q:** Can transcripts be used to show they passed a class that is specific to their training?

**A:** No, not the transcript alone, must document description of the skills attained in the training (for example, syllabus, course descriptions, etc.)"



# Q&A: Commercial Drivers License

**Q:** Participant is in training for Commercial Drivers License (CDL), can they get both a Credential and MSG?

**A:** MSG

- Could be an MSG under "Method #4: Training Milestone, if a description of the skills attained is included (for example, syllabus, course descriptions, etc.)
- Could also be an MSG under "Method #5: Skill Progression, by passing the Department of Motor Vehicles test to receive the license.

**A:** Credential

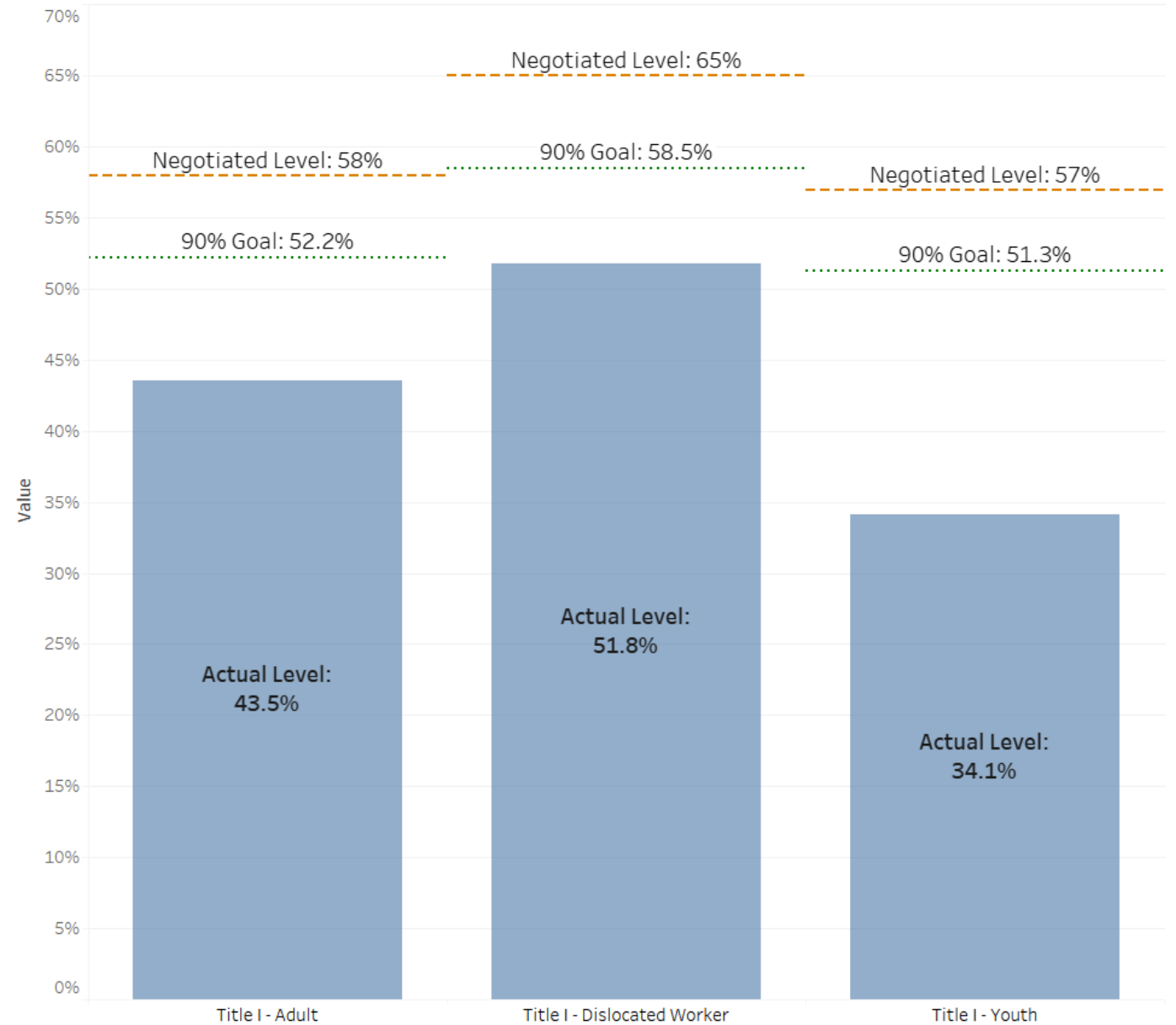
- Yes, if they receive the CDL, it's a license
- What if they completed training but didn't get CDL?
  - Could still count MSG as described above.
  - Cannot count as Credential



# Current Performance

[Certified Federal Reports,](#)  
[Visualizations, & Cohort PINs](#)  
[WIOA Performance](#)  
[SharePoint](#)

PY2024-Q3 - Statewide - Measurable Skill Gains



# Resources

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- [Performance 1 – pager](#)
- [Performance Technical Assistance Guide](#)
- [WIOA Titles I-A and I-B Policy & Procedure Manual](#)
- [TEGL 10-16](#)
- [TEGL 26-16](#)
- [DOL/ETA Performance Reporting, DOL/ETA Performance Summary](#)
- [RSA 911 \(DVR\)](#)
- [WCTS Performance Accountability](#)
- [2021 Performance 101 Presentation](#)
- 2021 MSG Presentation: [Recording](#) | [PowerPoint](#)
- [WIOA Performance Indicators \(DOL/ETA\)](#)
- [PIRL Reporting Timelines](#)





# Upcoming WIOA Data Lifecycle Trainings

Employment & Wages Performance Indicators

& Effectiveness in Serving Employers Performance Indicator

Data Quality and Validation Review Results

Other Metrics and Analysis



# Thank You!

## Questions?

[wisperforms@dwd.wisconsin.gov](mailto:wisperforms@dwd.wisconsin.gov)

Register for the [WIOA performance mailing list](#).

