Surfs Up! Treading Water- Sinking or Swimming with Performance
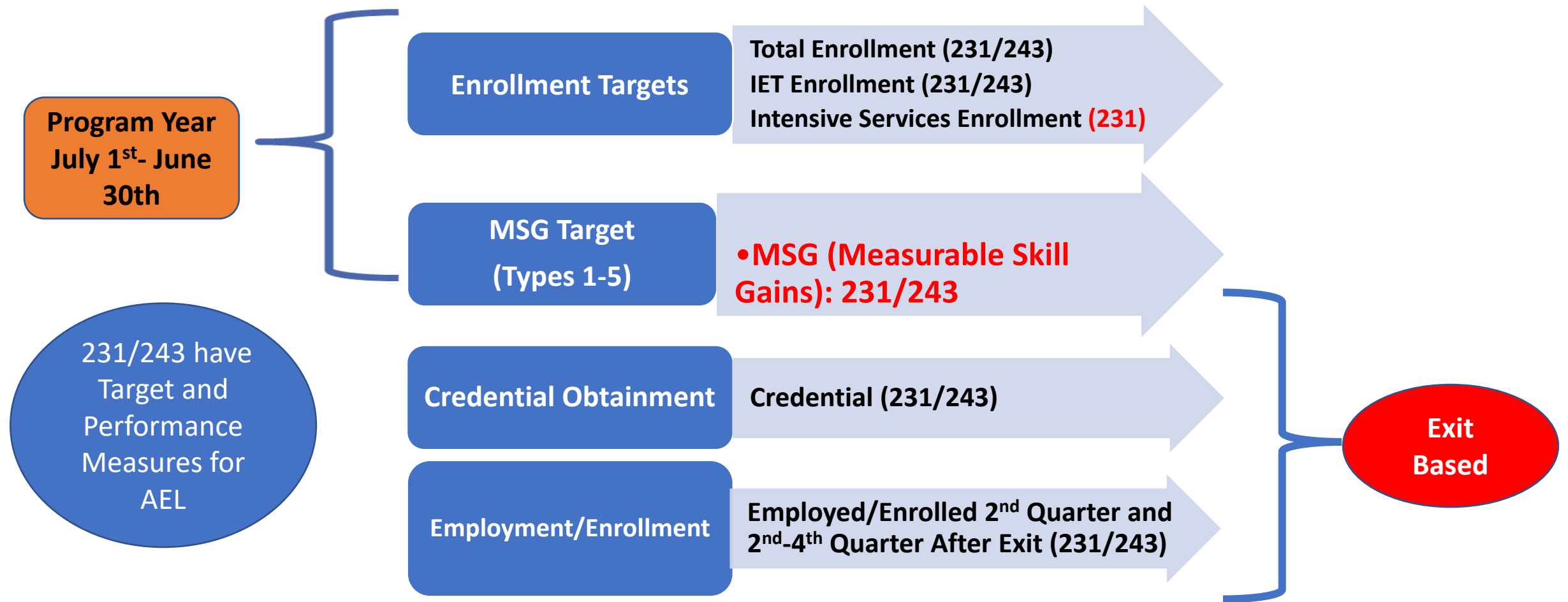
Veronica Moore-TWC

Ricardo Rivera- Brownsville ISD

Adult Education and Literacy
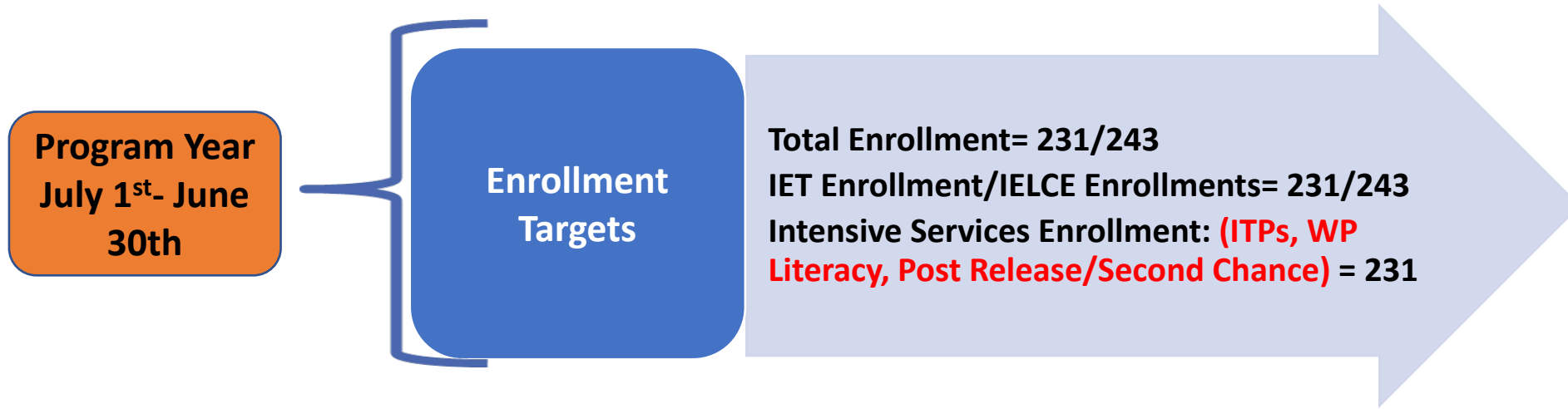
1

OBJECTIVES

❖ Understanding the current AEL Targets (231 and 243)

❖ Understanding Outcomes Measures for Programs
   ❖ Credentials, Employed/Enrolled Q2 and Q2-Q4

❖ Define Measurable Skill Gains and Policy Guidance
   ❖ Timeline of Changes
   ❖ What are the types of Measurable Skill Gains (MSGs) for AEL
   ❖ TYPE 1-TYPE 5 (New Type 1c and 1d-Approved June 2024 via OCTAE Memo, Changes to Workplace Literacy, Addition to Apprenticeship Services)
   ❖ Required documentation/logging for MSG types
   ❖ Examples of MSGs in context
   ❖ Reminders/Planned MSGs

❖ Program Perspective on Performance – Brownsville ISD
   ❖ Processes, Procedures, and Strategies for success

Understand Measures: What are the AEL Target Measures and Outcomes?

Program Year July 1st- June 30th

231/243 have Target and Performance Measures for AEL

Enrollment Targets

Total Enrollment (231/243)
IET Enrollment (231/243)
Intensive Services Enrollment (231)

MSG Target (Types 1-5)

•MSG (Measurable Skill Gains): 231/243

Credential Obtainment

Credential (231/243)

Employment/Enrollment

Employed/Enrolled 2nd Quarter and 2nd-4th Quarter After Exit (231/243)

Exit Based

Enrollment Targets

Program Year July 1st - June 30th

Enrollment Targets

Total Enrollment= 231/243

IET Enrollment/IELCE Enrollments= 231/243

Intensive Services Enrollment: (ITPs, WP Literacy, Post Release/Second Chance) = 231

231 Funding

Total Enrollment
IET Enrollment
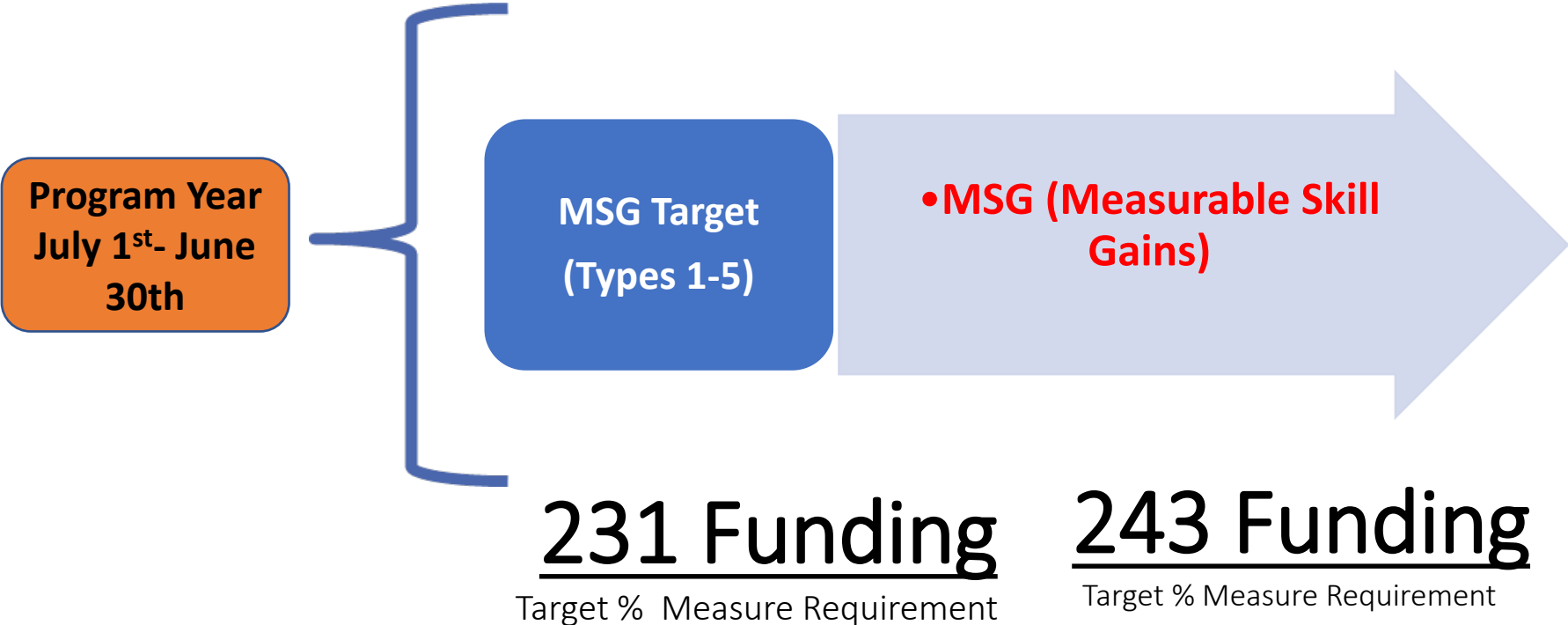Intensive Services Enrollment

243 Funding

Total Enrollment
IELCE Enrollment

(Note you may serve ITPs with 243 funding, but no target is assigned)
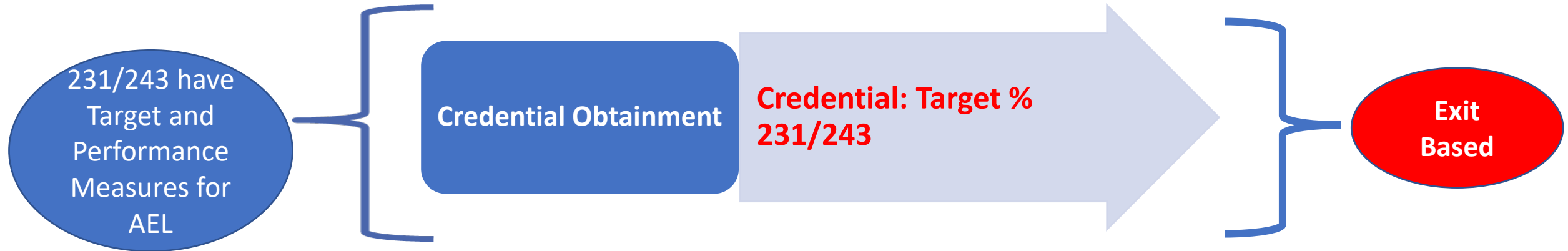
Guiding Questions

- What is your current strategy for recruitment and outreach for each sub-category?

- What does your enrollments look like?

- What is your plan for assisting students with outcomes?

- Do you have a strategy in place for year-round services?

Measurable Skill Gains (MSGs) Outcomes

Program Year July 1st - June 30th

MSG Target (Types 1-5)

- **MSG (Measurable Skill Gains)**

231 Funding
Target % Measure Requirement

243 Funding
Target % Measure Requirement

Exit Based Measures Credentials

231/243 have Target and Performance Measures for AEL

Credential Obtainment

Credential: Target % 231/243

Exit Based

Credential Attainment

231 and 243 Measure

% Calculated for certain participants after they exit the AEL Program

Credential Denominator (Unduplicated)

High School Equivalency	IET
Anyone who lacks a HS diploma/HSE (PIRL) and • Test ASE level (5-6) in <u>all</u> domains OR • *Takes* and *passes* at least <u>one</u> HSE test • If they meet these conditions within their *period of participation*— you are on the hook for a credential outcome	Any participant who is coded in TEAMS under any of the IET activity code(s) *within their period of participation* Regardless of training completion

Credential Numerator

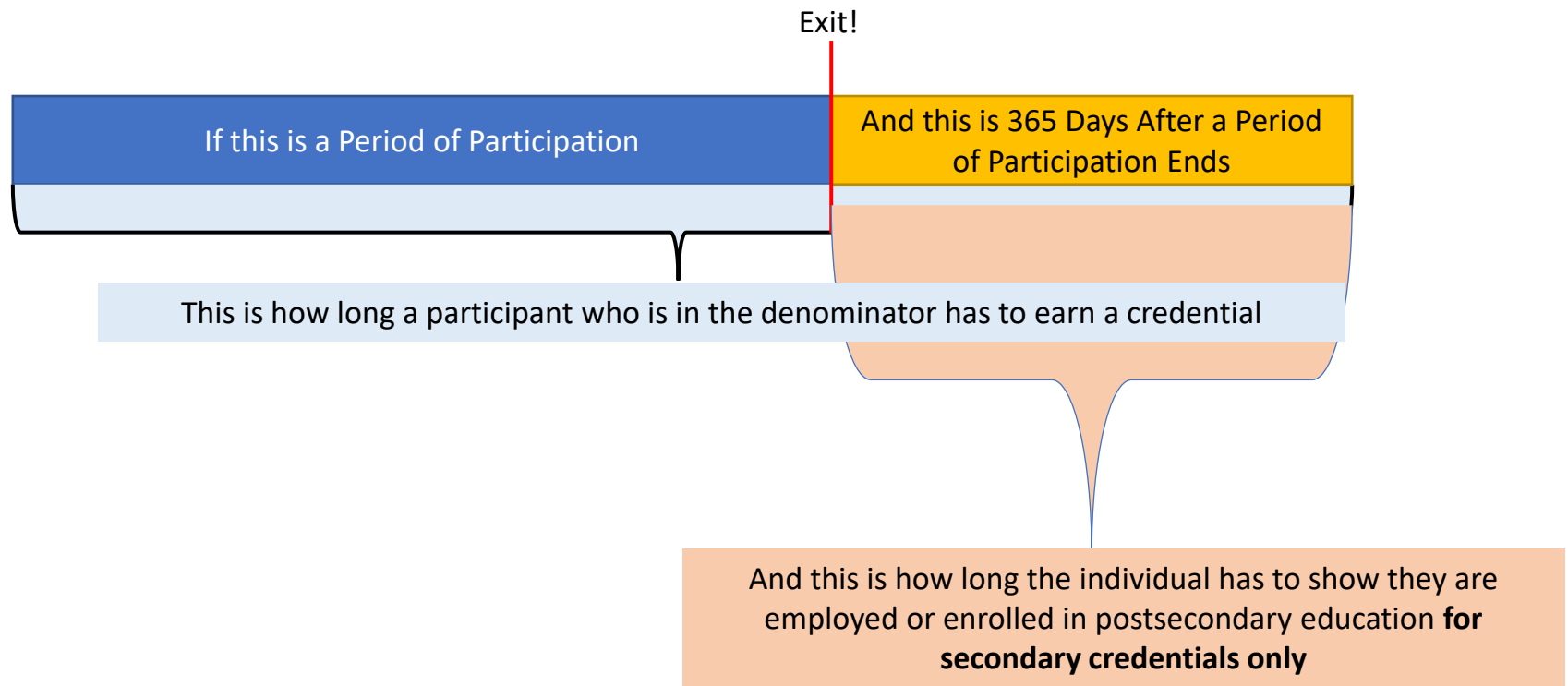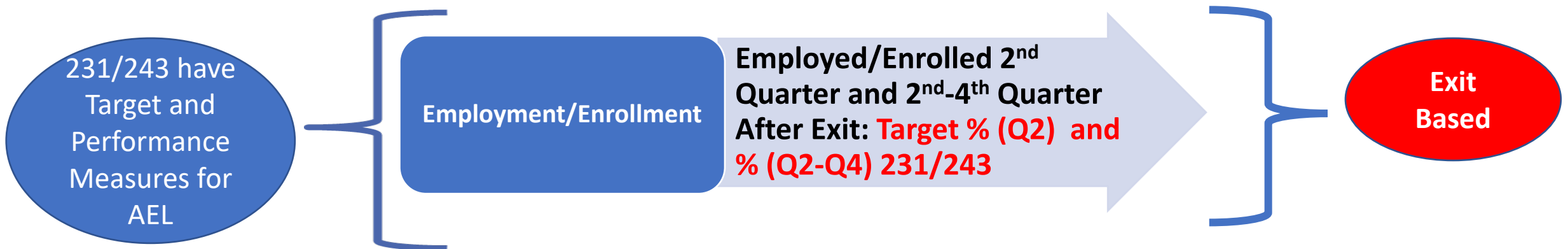| **High School Equivalency**	**IET**
Must have attained their HSE while enrolled in AEL or *within* one year of exit **AND** Enter into employment or post secondary education *within* one year of exit	Must earn an industry recognized credential *within* one year of exit

Credentials in a Nutshell

A Visual Representation

Exit!

If this is a Period of Participation	And this is 365 Days After a Period of Participation Ends

This is how long a participant who is in the denominator has to earn a credential

And this is how long the individual has to show they are employed or enrolled in postsecondary education **for secondary credentials only**

Exit Based Measures Employed/Enrolled

231/243 have Target and Performance Measures for AEL

Employment/Enrollment

Employed/Enrolled 2nd Quarter and 2nd-4th Quarter After Exit: Target % (Q2) and % (Q2-Q4) 231/243

Exit Based

Employed/Enrolled

Calculated for all exiters in the AEL Program
% Measure of those Employed or Enrolled in Postsecondary Quarter 2 after exit and Quarts 2-4 after exit
Matched by SSN Collections (UI Wages)
Manual Employment Data Entry
Clearinghouse Matches

ALL The Measures

Grantees are contractually required to meet each program year:

- Participant enrollment targets
- Measurable Skill Gains (MSGs)

- Exit-based outcomes, as outlined in the General Appropriations Act (GAA) and passed by the Texas Legislature, as follows:
  - ➢ Employed/Enrolled Q2 Post-exit
  - ➢ Employed/Enrolled Q2–4 Post-exit
  - ➢ Credential Rate

The following contracted measures are based on WIOA federal performance measures:
  - ➢ Employed Q2 Post-exit
  - ➢ Employed Q4 Post-exit
  - ➢ Median Earnings Q2 Post-exit
  - ➢ Effectiveness in Serving Employers

Source: AEL Performance Guide

A Little More Detail – Enrollment Targets

Participant enrollment targets

Grants under 231 Applications

- ➢ Total Enrollment
- ➢ IET Services
- ➢ Intensive Services, which include:
    - Workplace AEL activities;
    - Post Release Services for Second Chance Individuals or
    - Services for Internationally Trained Professionals

Grants under 243 Applications – Specific to IELCE activities

- ➢ Total Enrollment
- ➢ IET

Source: AEL Performance Guide

Measures

Program Year Based	Period of Participation (Exit Based)
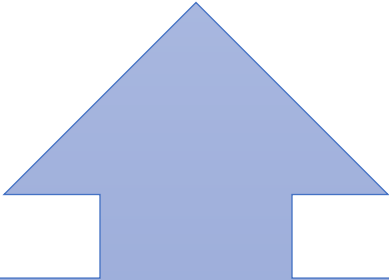
Enrollments (All Sub-Targets)
Measurable Skills Gain (MSG)
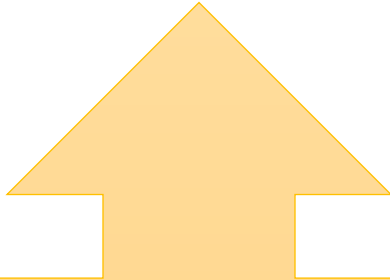
Credential Rate
All Employment Measures

Not So Fast…

You need students to get to 12 direct hours

But once they do, you are on the hook for outcomes

How do you ensure that these first 12 hours are rigorous and help the student determine if this program is really something they can commit to, how are you removing barriers that will impact persistence. What is the impact of throwing them into class without a proper assessment?
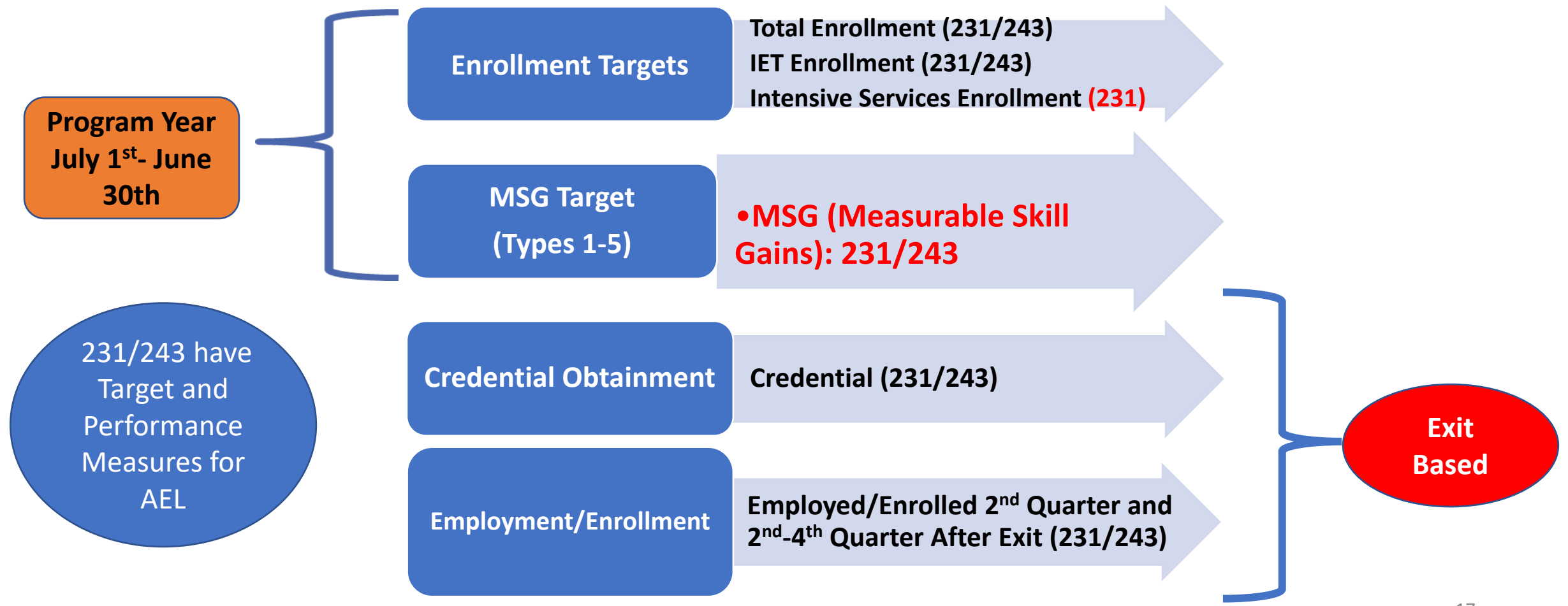
You hear "you need to meet these enrollment targets", but what you should be hearing is "you need to be comprehensive in your assessment of their ability to persist/barrier identification and not just dumping volume"

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Reflection Time!

1) At Your Tables or in the chat, make a list of the Targets and Outcomes?

2) How are Targets and Outcomes different for 243 and 231 Funding?

AEL Performance Guide: Policy Guidance
Workforce Program Guides - Texas
Workforce Commission

Understand Measures: What are the AEL Target Measures and Outcomes?

Program Year July 1st- June 30th

231/243 have Target and Performance Measures for AEL

Enrollment Targets

Total Enrollment (231/243)
IET Enrollment (231/243)
Intensive Services Enrollment **(231)**

MSG Target (Types 1-5)

•**MSG (Measurable Skill Gains): 231/243**

Credential Obtainment

Credential (231/243)

Employment/Enrollment

Employed/Enrolled 2nd Quarter and 2nd-4th Quarter After Exit (231/243)

Exit Based

Diving Deeper into Measurable Skill Gains

Type in Chat or Utilize Mic In Room

- How would you describe Measurable Skill Gains?

WHAT ARE MEASURABLE SKILL GAINS (MSGs)

- Documented academic, technical, occupational, or other forms of progress toward a credential or employment

- Interim measure during a program year **(July 1-June 30)**

- Measured during participation

- Common across Workforce Innovation and Opportunity Act core programs (with slight variations)

- **AEL Performance Guide Workforce Program Guides - Texas Workforce Commission**

Measurable Skill Gains (MSGs)

Performance is measured each **program year** for a participant (12+ hours).

- Denominator: Individuals with 12+hours

- Numerator: Individuals with 12+hours that make a Gain during the Program Year (July 1-June 30)

- MSG Target is a moving target based on total participant enrollments and the % of those individuals that have made a gain within the Program Year

•**MSG (Measurable Skill Gains)**

MSG
Updates and Changes

New, New, New!

Measurable Skill Gains Timeline

Basic Education MSGs 1a, 1b-2
Workforce Training/IET MSGs 3-5

Measurable Skill Gains

Type	Name	Details
Basic Education MSGs		
Type 1a	Achievement on a Pretest-Posttest	Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level
Type 1b	Postsecondary Enrollment	Documented Post-Exit enrollment in postsecondary education or training during the same program year that contains the date of exit
Type 2	HSE Achievement	Documented attainment of a high school equivalency (only applicable to those who did not have diploma/equivalency at date of participation)
Workforce Training in Integrated Education and Training MSGs		
Type 3	Postsecondary Transcript or Report Card in IET	Documented postsecondary transcript or report card that shows a participant is meeting the Texas academic standards for 12 hours in a semester during the Program Year or 12 hours within a 12 month period that ends in the Program Year (for part-time students)
Type 4	Progress Milestones in IET	Satisfactory or better progress report, towards established milestones, such as completion of OJT or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training
Type 5	Skills Progression in IET	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

Measurable Skill Gains Overview Chart

MSG Type	Name	Which Participants May Earn This?	Details
Type 1a	Achievement on an NRS-approved pretest or posttest	Any AEL participant	Documented achievement of at least one EFL on an approved NRS test by a participant who is receiving instruction below the postsecondary education level
Type 1b	Postsecondary enrollment	Any AEL participant	Documented post-exit enrollment in postsecondary education or training during the same program year that contains the date of exit
Type 2	HSE achievement	Any AEL participant that lacks a US high school diploma or high school equivalency	Documented attainment of a secondary school diploma or its recognized equivalent
MSG Type	**Name**	**Which Participants May Earn This?**	**Details**
Type 3	Transcript or report card	Participants enrolled in IET (or participants enrolled in a workplace literacy program pre-approved by TWC AEL staff to show progress with this MSG)	Postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the state unit's academic standards (Workplace Literacy: MOU with the employer highly recommended)
Type 4	Progress Milestone	Participants in an IET or workplace literacy	Satisfactory or better progress report toward established milestones from a training provider or an employer (Workplace Literacy: MOU with Employer is required)
Type 5	Skills Progression Passing an occupational exam or progress toward attaining occupational skills identified by trade-related benchmarks for specific occupations	Participants enrolled in IET (or participants enrolled in a workplace literacy program specifically pre-approved by TWC AEL staff to show progress with this MSG)	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. (Workplace Literacy: MOU with the employer highly recommended)

Type 1a-5
Workforce Training IET and
Workplace Literacy MSGs

Measurable Skill Gains Overview Chart PY 24 - 25 Updates

MSG Type	Name	Which Participants May Earn This?	Details
Type 1a	Achievement on an NRS-approved pretest or posttest	Any AEL participant	Documented achievement of at least one EFL on an approved NRS test by a participant who is receiving instruction below the postsecondary education level
Type 1b	Carnegie Units	N/A	1b not recognized in Texas
Type 1c	Postsecondary enrollment	Any AEL participant enrolled in Popular Services prior to enrollment in postsecondary education	Documented enrollment in Popular Services and then sequentially enrolls in postsecondary education or training during the same program year.
Type 1d	Passage of State approved HSE Subtest	AEL participants who lack a high school diploma, or it's recognized equivalent	Documented passage of a sub-test on a State-recognized HSE exam. Passage must be within the same program year
Type 2	HSE achievement	Any AEL participant that lacks a US high school diploma or high school equivalency	Documented attainment of a secondary school diploma or its recognized equivalent
MSG Type	**Name**	**Which Participants May Earn This?**	**Details**
Type 3	Transcript or report card	Participants enrolled in an IET, including Apprenticeships	Postsecondary transcript or report card for a sufficient number of credit (or equivalent) hours that shows a participant is meeting the state unit's academic standards
Type 4	Progress Milestone	Participants in Workplace Literacy (WPL) or an IET including Apprenticeships	Satisfactory or better progress report toward established milestones as defined by industry standards from an employer (WPL) or a Training Provider for an IET. (Workplace Literacy: To report MSG 4, an MOU with Employer identifying the milestone(s) or industry standard is required)
Type 5	Skills Progression Passing an occupational exam or progress toward attaining occupational skills identified by trade-related benchmarks for specific occupations	Participants enrolled in an IET, including Apprenticeships	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

New 2024...changes to lettering 1a, 1b, 1c, 1d and Workplace Literacy Type 3 and 5 no longer apply

MSG OVERVIEW CHART

Measurable Skill Gains Overview Chart

MSG Type	Name	Which Participants May Earn This?	Details
Type 1a	Achievement on an NRS-approved pretest or posttest	Any AEL participant	Documented achievement of at least one EFL on an approved NRS test by a participant who is receiving instruction below the postsecondary education level
Type 1b	Postsecondary enrollment	Any AEL participant	Documented post-exit enrollment in postsecondary education or training during the same program year that contains the date of exit
Type 2	HSE achievement	Any AEL participant that has	Documented attainment of a secondary school diploma

MSG Type	Name		Details
Type 3	Transcript or repo...		...port card for a sufficient ...hows a participant is ...mic standards ...e employer highly
Type 4	Progress Mileston...		...s report toward ...a training provider or an employer (Workplace Literacy: MOU with Employer is required)
Type 5	Skills Progression Passing an occupational exam or progress toward attaining occupational skills identified by trade-related benchmarks for specific occupations	Participants enrolled in IET (or participants enrolled in a workplace literacy program specifically pre-approved by TWC AEL staff to show progress with this MSG)	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. (Workplace Literacy: MOU with the employer highly recommended)

What Has Changed?

- Type 1 lettering (will align to Department of Education Guidance
  - Types 1a, 1b (does not apply in Texas), 1c, 1d, 2, 3, 4, 5
  - Will see changes to the overview chart

- Changes to Type 3, 4, 5 Allowances
  - Workplace Literacy MSG (only utilize Type 4)
  - Apprenticeship added to type 3, 4, 5 (all IET requirements apply)

- Additional MSG allowances/changes
  - Type 1c Enrollment in Postsecondary while in AEL
  - Type 1d Passage of a subtest on a State-recognized high school equivalency examination

Types of Measurable Skill Gains

All Services

- Type 1a Achievement on Pretest-Post Test (All participants)

- Type 1b Carnegie Units (Not Applicable in Texas)

- * Type 1c Post Secondary Enrollment Enrolled in AEL Services and then sequentially enrolls in postsecondary within the same program year (All participants) New

- * Type 1d Passage of a subtest on a State-recognized high school equivalency examination. (All participants) New

- Type 2 HSE Achievement (All Participants)

Note: Only 1 MSG is needed for IET participants (Type 1-5)

* MSGs Added By The Department of Education June 2024

Types of Measurable Skill Gains

Workforce Training (IET), Including Apprenticeship, and Workplace Literacy

- Type 3 Postsecondary Transcript or Report Card in IET to include Apprenticeship

- Type 4 Progress Milestones in IET to include Apprenticeship & Workplace Literacy

- Type 5 Skills Progression in IET to include Apprenticeship

Note: Only 1 MSG is needed for IET participants (Type 1-5)

New MSG Types Added (1c and 1d and changes to Workplace Literacy)

Hot Off The Press

Five Types of Measurable Skill Gains Under WIOA

MSG Flow Chart Updates

* MSG 3- 4-5 for IET. MSG 4 for Workplace Literacy – See AEL Performance Guide Workforce Program Guides - Texas Workforce Commission

Five Types of Measurable Skill Gains Under WIOA

Measurable Skill Gains (MSGs)

- **MSG 2** Secondary Diploma or Equivalency
- **MSG 3*** Secondary or PostSecondary Transcript
- **MSG 1** Educational Functioning Level Gain
- **MSG 4*** Progress toward Milestone
- **MSG 5*** Passing Technical or knowledge-based Exam

Under MSG 1:

- **MSG 1a** Pre-Post Test
- MSG 1b Completion of Carnegie Units (n/a in Texas)
- **MSG 1c** Entry into Postsecondary
- **MSG 1d** Passing a Section of the HSE Exam

MSG 3- 4-5 for IET. MSG 4 for Workplace Literacy – See AEL Performance Guide [Insert new link]

TEXAS WORKFORCE COMMISSION

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MSG Overview Chart Update

Measurable Skill Gains Overview Chart PY 24 - 25 Updates

MSG Type	Name	Which Participants May Earn This?	Details
Type 1a	Achievement on an NRS-approved pretest or posttest	Any AEL participant	Documented achievement of at least one EFL on an approved NRS test by a participant who is receiving instruction below the postsecondary education level
Type 1b	Carnegie Units	N/A	1b not recognized in Texas
Type 1c	Postsecondary enrollment	Any AEL participant enrolled in Popular Services prior to enrollment in postsecondary education	Documented enrollment in Popular Services and then sequentially enrolls in postsecondary education or training during the same program year.
Type 1d	Passage of State approved HSE Subtest	AEL participants who lack a high school diploma, or it's recognized equivalent	Documented passage of a sub-test on a State-recognized HSE exam. Passage must be within the same program year
Type 2	HSE achievement	Any AEL participant that lacks a US high school diploma or high school equivalency	Documented attainment of a secondary school diploma or its recognized equivalent
MSG Type	Name	Which Participants May Earn This?	Details
Type 3	Transcript or report card	Participants enrolled in an IET, including Apprenticeships	Postsecondary transcript or report card for a sufficient number of credit (or equivalent) hours that shows a participant is meeting the state unit's academic standards
Type 4	Progress Milestone	Participants in Workplace Literacy (WPL) or an IET including Apprenticeships	Satisfactory or better progress report toward established milestones as defined by industry standards from an employer (WPL) or a Training Provider for an IET. (Workplace Literacy: To report MSG 4, an MOU with Employer identifying the milestone(s) or industry standard is required)
Type 5	Skills Progression Passing an occupational exam or progress toward attaining occupational skills identified by trade-related benchmarks for specific occupations	Participants enrolled in an IET, including Apprenticeships	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

What's Important About Measurable Skill Gains?

MSG Types…

o Type 1a Achievement on Pretest-Post Test (All Participants)

o Type 1b Carnegie Units (Not Applicable in Texas)

o * Type 1c Post Secondary Enrollment Enrolled in AEL Services and then sequentially enrolls in postsecondary within the program year (All participants) New

o * Type 1d Passage of a subtest on a State-recognized high school equivalency examination. (All participants) New

o Type 2 HSE Achievement (All Participants)

Workforce Training (IET) and Workplace Literacy

o Type 3 Postsecondary Transcript or Report Card in IET to include Apprenticeship (IETs)

o Type 4 Progress Milestones in IET to include Apprenticeship & Workplace Literacy {MOU must be established with Workplace Literacy} (IETs and Workplace Literacy)

o Type 5 Skills Progression in IET to include Apprenticeship (IETs)

*Type 1c and 1d were added by the Department of Education June 2024; Type 3 and 5 no longer apply to Workplace Literacy

Note: Types 3-5 MSGs for IETs/Apprenticeship, and Workplace Literacy Participants count toward MSG Target % and participants only need to attain one MSG (type 1-5) within the Program Year!

• **Credentials are still required for all IET participants!**

Documenting MSGs

How are MSGs documented?

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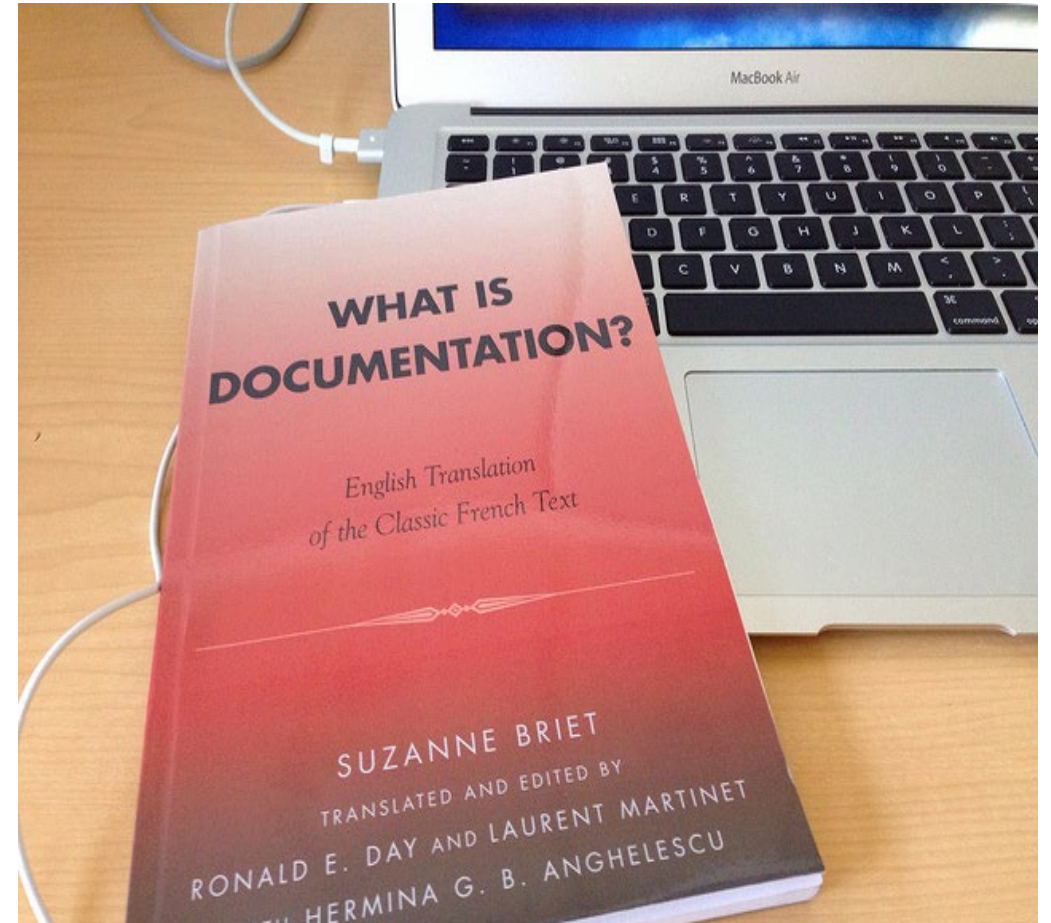
Type 1a, 1b, 1c, 1d, 2 MSGs

Achievement on a Pretest-Posttest

Carnegie Units (N/A in Texas)

Postsecondary Enrollment while in AEL Services

Passage of a subtest on a State-recognized high school equivalency examination

HSE Achievement

Type 1a
Achievement on a Pretest-Posttest

- Popular Service MSG, Workforce Training in IET to include Apprenticeship or Workplace Literacy MSG?

- What's important?

- How is it documented?

✓ *ALL*

✓ *Any domain*

✓ *TEAMS: TEST SUMMARY IN PARTICIPANT PROFILE (ENTER TEST SCORES)*

Type 1a: Testing Guide is the policy for Type 1a

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Type 1a: Pretest-Posttest Gain

- Pretest is needed to establish a baseline

- Participants must reach content hour requirements per Test Publisher to be posttested, unless justification is provided and filed

- Grantees/Providers must posttest with same test (CASAS to CASAS/Best to Best/TABE to TABE)

- Participants must be registered in class(es) with testing instrument that they are being posttested with (if testing instrument is changed, class(es) registration need to be changed/mirrored to add that new testing instrument- if not, Gains will not be captured in TEAMS)

- Expired Tests will not yield a Gain-please posttest prior to expiration of tests if baseline is not established in the program year

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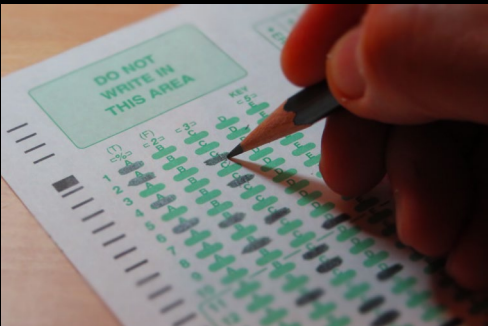
Type 1b
Carnegie Units
(Is Not Recognized in Texas)

N/A

Type 1c Postsecondary Enrollment
(Updated/Changes-June 2024)

- Popular Service MSG, Workforce Training in IET to include Apprenticeship, or Workplace Literacy MSG?

- What's important?

- How is it documented?

✓*ALL*

✓*Participation in AEL and then enter Postsecondary in PY(July 1-June 30)* *New*

✓*Enter in TEAMS on Educational Enrollment screen after proof is filed*

Type 1d
Passage of State Approved HSE Subtest

- Popular Service MSG, Workforce Training in IET to include Apprenticeship, or Workplace Literacy MSG?

- What's important?

- How is it documented?

✓*ALL*

✓*Passage of a State Recognized HSE subtest (July 1-June 30)*   *New*

✓*In-state is matched or manual TEAMS entry on Educational Enrollment screen after proof is filed*

Type 2
High School Equivalency Achievement

- Popular Service MSG, Workforce Training in IET to include Apprenticeship, or Workplace Literacy MSG?

- What's important?

- How is it documented?

✓ *ALL*

✓ *Must be in PY. In/Out-of-state. Spanish or English. Can be at any EFL level*

✓ *In-state is matched or manual TEAMS entry. Out-of-state is entered in TEAMS on Educational Enrollment screen after proof is filed*

Type 3, 4, 5 MSGs **(Workforce Training in IET to include Apprenticeship or Workplace Literacy Only)**

Postsecondary Transcript or Report Card
Progress Milestone
Skills Progression

* Note changes to Type 3 and 5 (no longer applies to Workplace Literacy) ; Apprenticeship added to Types 3, 4, 5: all IET requirements must still be met for Apprenticeship

Type 3 – Postsecondary Transcript or Report Card

- Workforce Training in IET to include Apprenticeship MSG?

  ✓ *Workforce Training in IET to include Apprenticeship*

- What's important?

  ✓ *Credit. 12 hours. "Passing"*

- How is it documented?

  ✓ *Enter in TEAMS on Educational Outcomes screen after proof is filed*

Type 4-Progress Milestone

- Workforce Training in IET to include Apprenticeship or Workplace Literacy MSG?

- What's important?

- How is it documented?

✓ *Workforce Training in IET to include Apprenticeship or Workplace Literacy (MOUs must be in place for Workplace Literacy)*

✓ *Employer identified progress*

✓ *Enter in TEAMS on Educational Outcomes screen after proof is filed*

Type 5 – Skills Progression

- Workforce Training in IET to include Apprenticeship MSG?

- What's important?

- How is it documented?

✓ *Workforce Training in IET to include Apprenticeship*

✓ *Knowledge-based and competency-based exams*

✓ *Enter in TEAMS on Educational Outcomes screen after proof is filed*

Things We Know That Influence MSG Performance

1. How many students persist to capture a post test or other MSG?

2. How many students aren't tested timely?

3. How many of your participants are earning something other than post test gains?

So, what can you do to better understand which of these factors applies to you?

Reminders

- All students with 12 or more hours (participants) are on the hook for MSGs within the Program Year

- Planning for MSGs during Intake and Comprehensive Assessments is Important (ITEC)

- Instructors are the most important position when it comes to student gains, retention, and success (leading with the end in mind)

- Develop ways to assist students in reaching goals (student focused)

WHERE CAN I FIND THE GUIDANCE FOR MSGs

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Adult Education & Literacy Teachers & Providers | Texas Workforce Commission

TWC AEL POLICY AND GUIDANCE

AEL Performance Guide

Texas Adult Education and Literacy
Performance Guide:
Employment, Training, and Educational Outcomes

AEL Testing Guide

Texas Adult Education and Literacy
Testing Guide
Program Year 2024–2025

TWC AEL

* AEL Technical Assistance AELTA@twc.texas.gov

* AEL Policy & Guidance Page Workforce Program Guides - Texas Workforce Commission https://www.twc.texas.gov/partners/workforce-program-guides#adultEducationAndLiteracyAel

Planned MSGs

Grantees should plan for participant MSGs during Comprehensive Assessment ITEC Plans

Grantees should have a process/procedure for tracking MSGs throughout the year for participants
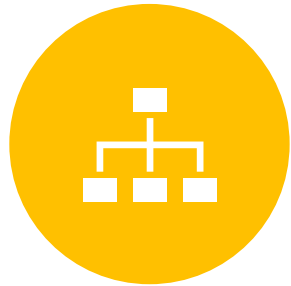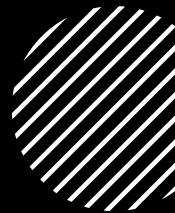
Planning for MSGs is Important **(Performance Guide)**
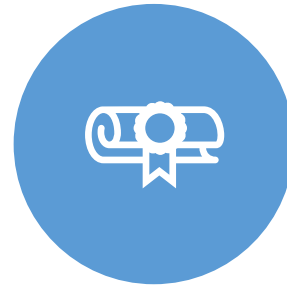
AEL Allocations, Contracted Measures, and Performance-Based Funding Adult Education & Literacy Teachers & Providers | Texas Workforce Commission

Things We Know That Influence MSG Performance

1. How many students persist to capture a post test or other MSG?

2. How many students aren't tested timely?

3. How many of your participants are earning something other than post test gains?

So, what can you do to better understand which of these factors applies to you?

Brownsville ISD

Processes

Procedures

Strategies for Success

Putting Theory into Practice with Targets and Outcome Measures

Questions

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Veronica Moore TWC Program Specialist

veronica.moore@twc.Texas.gov

Ricardo Rivera

Brownsville ISD Director

ririvera@bisd.us

KNOWLEDGE CHECK

Given these pre-test scores, in which Domain can a participant make a gain?

- Participant <u>pre-tests</u> in the following levels:
  - Math – Level 1
  - Reading – Level 3

Given these pre-test scores, in which Domain can a participant make a gain?

- Participant <u>pre-tests</u> in the following levels:
  - Math – Level 1
  - Reading – Level 3

  - *Both! A gain in any domain counts under WIOA, not just the domain of significance.*

Given these post-test scores, did the student earn a gain?

Pre-Test	Post-Test
Math – Level 1	Math – Level 1
Reading – Level 3	Reading – Level 4

Given these post-test scores, did the student earn a gain?

Pre-Test	Post-Test
Math – Level 1	Math – Level 1
Reading – Level 3	Reading – Level 4

Yes! Type 1a *A gain in any domain counts!*

Does it count as a gain for PY 22-23?

A participant pretests at Level 4 in math and Level 4 in reading. They earn their HSE in Texas on July 2, 2023.
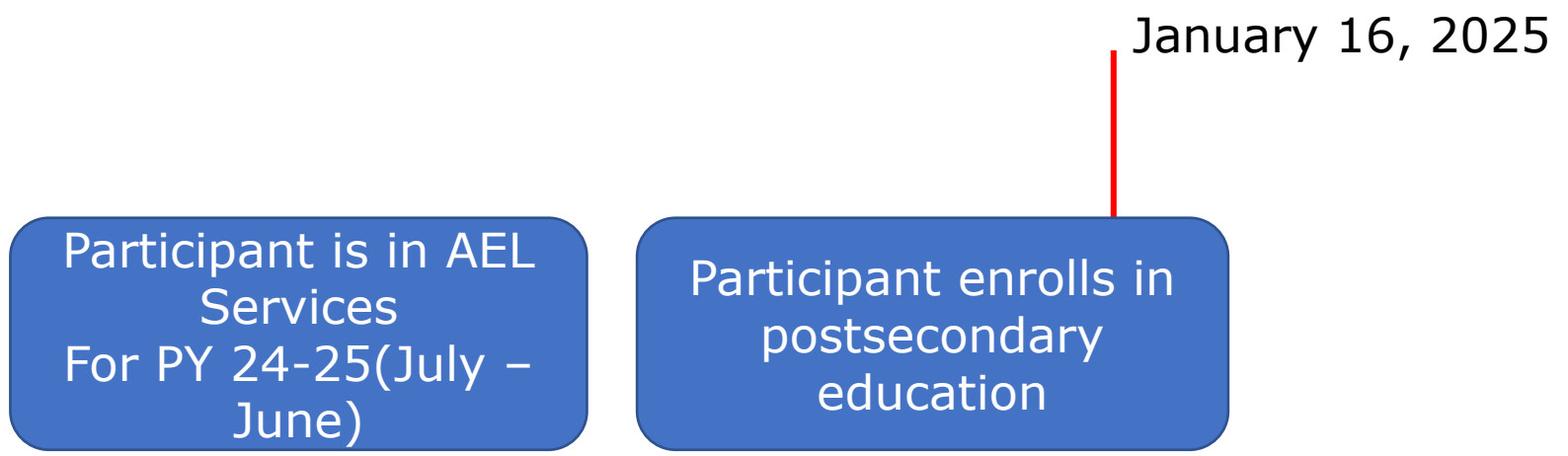
Does it count as a gain for PY 22-23?

A participant pretests at Level 4 in math and Level 4 in reading. They earn their HSE in Texas on July 2, 2023.

NO, not for PY 22-23!   To count as an HSE Achievement gain, the HSE must be earned by June 30, 2023.   The provider would need to collect another basic education gain to earn performance.
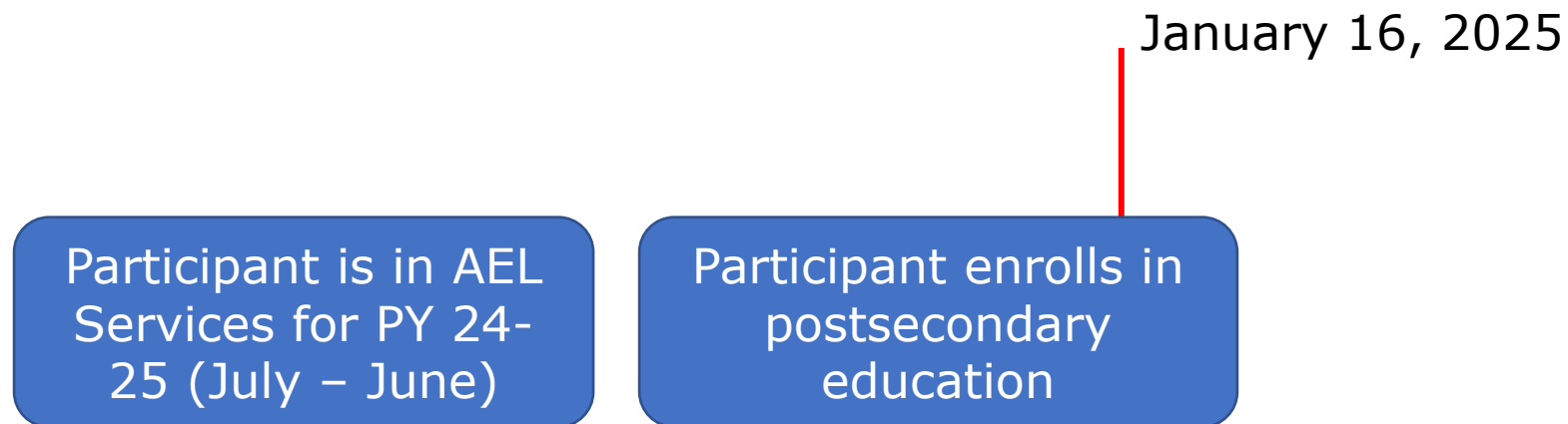
The fact that the participant is at Level 4 in math and reading is irrelevant.

But, if instruction continued past June 30, 2023 (even one day), then this would count as a Type 2 gain in PY 23-24.

Does it count as a gain for PY 24-25?

January 16, 2025

Participant is in AEL Services
For PY 24-25(July – June)

Participant enrolls in postsecondary education

Does it count as a gain for PY 24-25?

January 16, 2025

Participant is in AEL Services for PY 24-25 (July – June)

Participant enrolls in postsecondary education

YES! Type 1c participant was in AEL Services and then Enrolled in Postsecondary within same program year! This is considered an MSG as of July 1, 2024. Remember documentation must be filed! * Newly Approved Gain

Does it count as an MSG for a Workforce Training (IET) participant?

- To earn a CDL Certification a participant must pass both a written and separate hands-on performance test.

- An IET CDL participant passes the *written* portion of the certification test but, fails the hands-on.

Does it count as an MSG for a Workforce Training (IET) participant?

- To earn a CDL Certification a participant must pass both a written and separate hands-on performance test.

- A IET CDL participant passes the *written* portion of the certification test but fails the hands-on.

  YES! Because these are separate tests, written tests could be used as Type 5 (Skills Progression MSG).

Example 1
How many MSGs?

Program Year 20-21	Program Year 21-22	Program Year 22-23
Participation		

How many times in the MSG denominator?

Example 1

Program Year 20-21	Program Year 21-22	Program Year 22-23

Participation

① ② ③
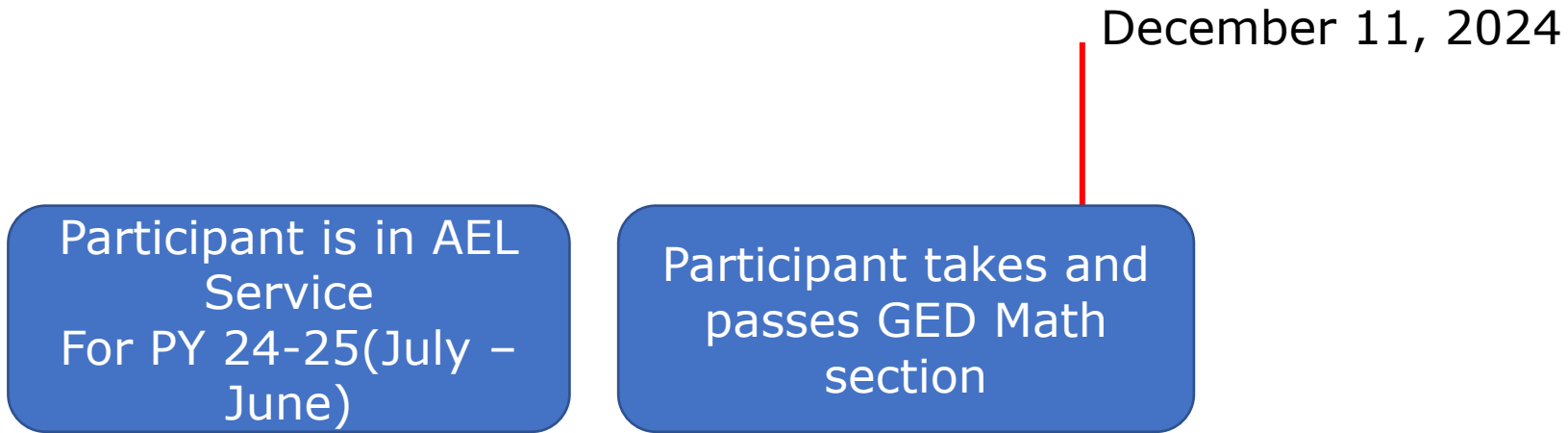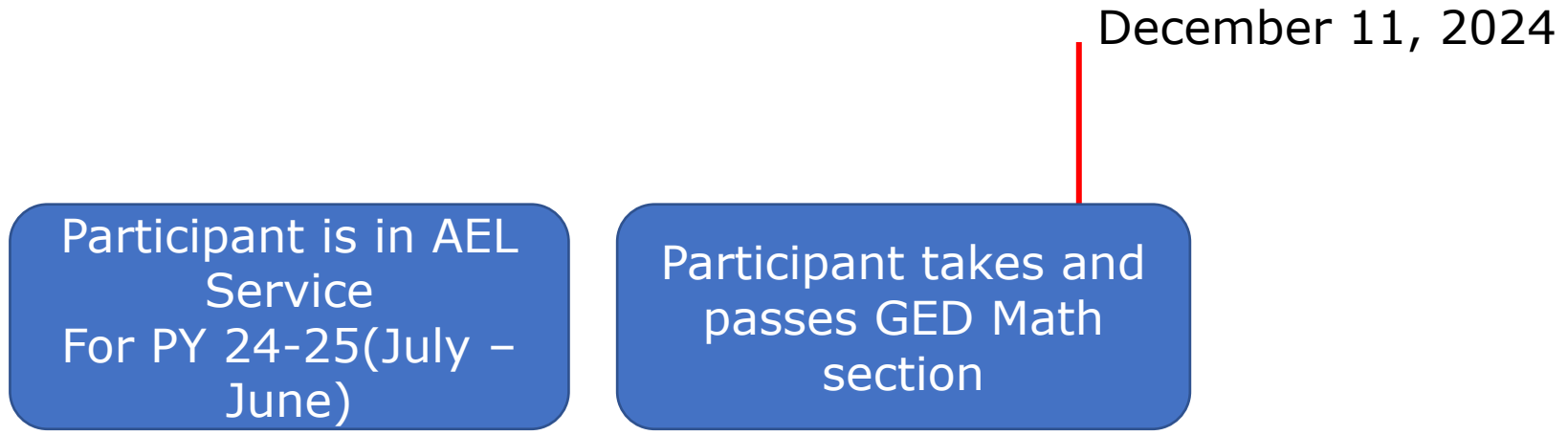
How many times in the MSG denominator? 3

Remember, a participant is
in the MSG denominator each program year.

Does it count as a gain for PY 24-25?

December 11, 2024

Participant is in AEL Service
For PY 24-25(July – June)

Participant takes and passes GED Math section

Does it count as a gain for PY 24-25?

December 11, 2024

Participant is in AEL Service
For PY 24-25(July – June)

Participant takes and passes GED Math section

YES! Type 1d participant was in AEL Services and passes one subtest section of the GED within same program year! This is considered an MSG as of July 1, 2024. Remember documentation must be filed if not captured in TWC Batch Match in TEAMS! * Newly Approved Gain

Does it count as an MSG for a Workplace Literacy participant?

- You are a Grantee providing ESL services for employees at a Tesla Plant.

- Participants have passed 2 sections of a coding test that Tesla has mandated as needed to progress towards milestones for On-the-Job Training.

Does it count as an MSG for a Workplace Literacy participant?

- You are a Grantee providing ESL services for employees at a Tesla Plant.

- Participants have passed 2 sections of a coding test that Tesla has mandated as needed to progress towards milestones for On-the-Job Training.

Yes, Type 4 gain as progress toward goals or milestones have been made as agreed upon! **MOU should be developed during planning stages for this MSG!**
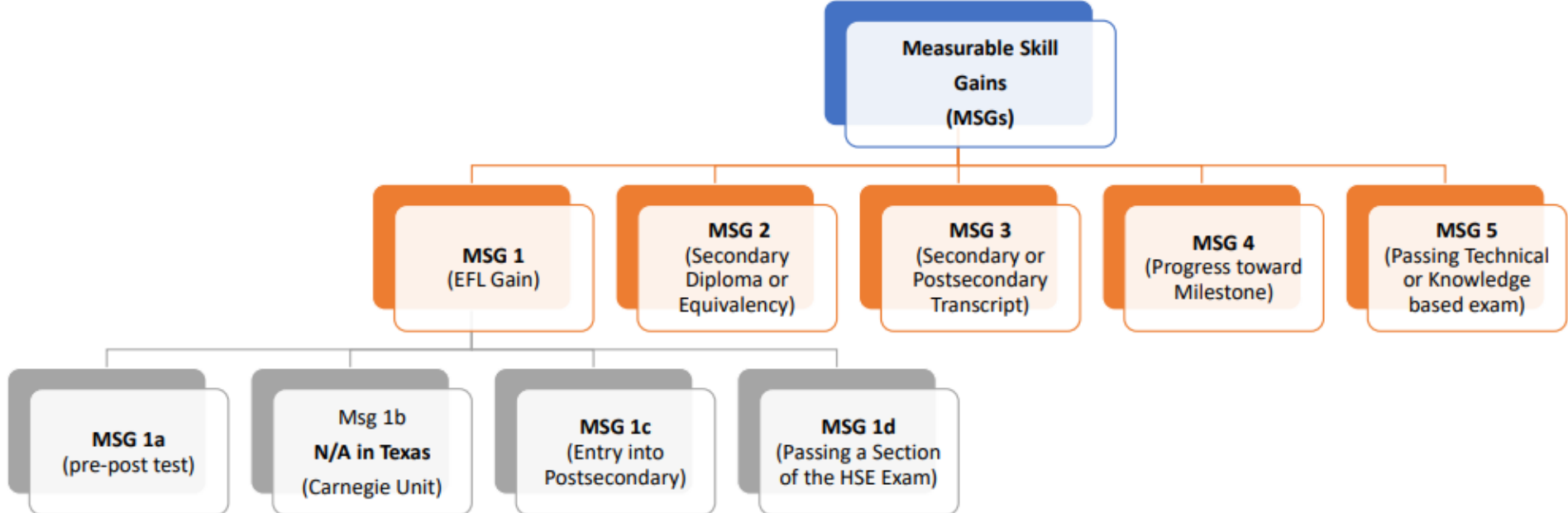
Questions

Adult Education and Literacy
Five Types of Measurable Skill Gains Under WIOA

Measurable Skill
Gains
(MSGs)

| MSG 1 (EFL Gain) | MSG 2 (Secondary Diploma or Equivalency) | MSG 3 (Secondary or Postsecondary Transcript) | MSG 4 (Progress toward Milestone) | MSG 5 (Passing Technical or Knowledge based exam) |

MSG 1a
(pre-post test)

Msg 1b
N/A in Texas
(Carnegie Unit)

MSG 1c
(Entry into
Postsecondary)

MSG 1d
(Passing a Section
of the HSE Exam)

* MSG 3- 4-5 for IET. MSG 4 for Workplace Literacy – See AEL Performance Guide [Insert new link]

TEXAS WORKFORCE COMMISSION