

Attachment II: NEW MEASURE MULTIPLES

Results of Pilot Data for Use in Negotiating Expected Levels of Performance

DVETs and State Workforce Agencies may set the levels of the new performance measures by using “New Measure Multiples,” which have been derived from PY 1999 and PY 2000 data collected from a sample of States in Winter/Spring 2002. These “Multiples” provide a means of converting a State’s employment rate from previous ETA 9002 Reports to expected outcomes for the new performance measures: Entered Employment Rate; Employment Retention Rate, and Entered Employment Following Staff-Assisted Services.

To use the multiples, locate the State’s Entered Employment Rate for Veteran Registrants on an ETA 9002 Report for PY 1999 or PY 2000. Multiply this figure by the appropriate multiple to generate an expected outcome for each performance measure. Table 1 provides multiples for All Veteran measures and Disabled Veteran measures. Table 2 demonstrates an example of applying the average multiple to a State with an Entered Employment Rate of 30 percent in PY 2000.

Table 1: Multiples		
Measure	All Veteran	Disabled Veteran
Veteran Job Seeker Entered Employment Rate (VJSEER)	1.8	1.7
Veteran Job Seeker Employment Retention Rate (VJSERR)	2.3	1.8
Veteran Job Seeker Entered Employment Rate Following Staff-Assisted Services (VERS)	2.1	1.7

Table 2: Example of Applying the Average Multiple for All Veteran Performance Measures		
Measure	Average Multiple	Expected Outcome
Veteran Job Seeker Entered Employment Rate (VJSEER)	30% X 1.8 =	54%
Veteran Job Seeker Employment Retention Rate (VJSERR)	30% X 2.3 =	69%
Veteran Job Seeker Entered Employment Rate Following Staff-Assisted Services (VERS)	30% X 2.1 =	63%

As additional data are collected and analyzed from the pilot States, the “New Measure Multiples” will be revised. Further, as the performance measurement system is implemented, the process for negotiating State’s expected performance levels will be further refined to incorporate regression model adjustment factors.

Tables 3 and 4 provide worksheets for calculating a State’s expected performance levels using the “New Measure Multiples.”

Table 3: Worksheet for Expected Outcomes for All Veterans			
Column C = Column A X Column B			
Expected Performance Level = All Veteran Multiple X Entered Employment Rate			
Measure	Column A	X	Column B = Column C
	All Veteran Multiple		Entered Employment Rate* Expected Performance Level
Veteran Job Seeker Entered Employment Rate (VJSEER)	1.8		
Veteran Job Seeker Employment Retention Rate (VJSERR)	2.3		
Veteran Job Seeker Entered Employment Rate Following Staff-Assisted Services (VERS)	2.1		

Table 4: Worksheet for Expected Outcomes for Disabled Veterans			
Column C = Column A X Column B			
Expected Performance Level = Disabled Veteran Multiple X Entered Employment Rate			
Measure	Column A	X	Column B = Column C
	Disabled Veterans Multiple		Entered Employment Rate * Expected Performance Level
Veteran Job Seeker Entered Employment Rate (VJSEER)	1.7		
Veteran Job Seeker Employment Retention Rate (VJSERR)	1.8		

Veteran Job Seeker Entered Employment Rate Following Staff-Assisted Services (VERS)	1.7		
---	-----	--	--

* Entered Employment Rates from the Old ETA 9002 Reports for PY 1999, PY 2000, or the average of PY 1999 and PY 2000