

Pennsylvania Department of Labor & Industry
Response to:
U.S. Department of Labor's Request for Comments on the
Workforce Innovation and Opportunity Act (WIOA) DOL-only Performance Accountability,
Information, and Reporting System
OMB Control No. 1205-0521

The Pennsylvania Department of Labor & Industry (L&I) appreciates the opportunity to comment on the proposed amendments to the information collection request (ICR) by the U.S. Departments of Labor (DOL) titled "Workforce Innovation and Opportunity Act (WIOA) DOL-only Performance Accountability, Information, and Reporting System." The following recommendations and requests for clarification are in response to this ICR.

Participant Individual Record Layout (PIRL)

A self-directed job search is inherently a self-service and should be utilized in the determination of whether a person is a reportable individual. However, based on a review of the PIRL data element definitions and supplemental information created by ETA on understanding reportable individuals and participants, a self-directed job search is not recordable in any of the PIRL elements used for this purpose. It appears that PIRL element 1000 - Date of First Basic Career Service (Self-Service) and 1002 - Most Recent Date Received Basic Career Services (Self-Service) would be the only elements applicable to the collection of this information. Therefore, it is our recommendation PIRL definitions and any related guidance be modified to include the recording of a self-directed job search.

Data element 307, TAP Workshop in 3 Prior years – We question the applicability of this data element, as state workforce program staff no longer provide these services due to the outsourcing of this work by the US Department of Defense.

Data elements 413, Migrant and Seasonal Farmworker Designation

Date element 808, Migrant and Seasonal Farmworker Status at National Farmworker Jobs Program Entry – We appreciate the modifications made to both of these elements, however, the similarity in the elements results in confusion for staff and complicates an already lengthy registration process. Therefore, we request that discussions are held to find a way to marry these two elements into one.

We would also like to recommend the removal of the requirement for data element 413 to be reported for all individuals who receive incumbent worker training. The PIRL data element 907 would already be indicating individuals who received incumbent worker training through the H1B grant, which is solely for the migrant seasonal farmworker population. The gathering of this information from all employers would add an additional and unnecessary burden.

Data elements 903, 904, 905, and 918, Adult, Dislocated Worker, Youth, Wagner-Peyser - We have grave concerns regarding the suggested changes to the way in which reportable individuals are captured and reported. To be connected to the Adult, Dislocated Worker or Youth programs, eligibility must be established and a staff-assisted service provided. To be considered a Wagner-Peyser participant, a staff-assisted service must be provided. Prior to this occurring, the individual is considered to be expressing interest in receiving any and all available workforce services. Therefore, the attempt to codify whether a reportable individual is part of any specific program seems to be a contradiction to the purpose of making a distinction between reportable individuals only and those who move on to become program participants. It is for this reason we request the definition of these elements revert to what was originally provided in June 2016.

Data element 907, Received Incumbent Worker Training - We appreciate the inclusion of 'Incumbent Worker' as a program of participation for which data elements are required to be reported, as it clarifies the guidance issued in TEGL 10-16. However, it was noted during our review that the column header, Incumbent Worker (Adult/DW Funded), appears to exclude this reporting requirement for participants who received funding under a National Dislocated Worker Grant (DWG) (WIOA section 170) Statewide Funds or H1B. Therefore, we request clarification on whether this assumption is correct.

Data element 914, Veteran Program – Per Veterans' Program Letter (VPL) 3-14, Local Veterans employment representatives (LVER) are prohibited from providing intensive services to eligible veterans and eligible spouses to meet their employment needs. With this in mind, the requirement of recording 2 for this data element if the participant received services from a Local Veterans Employment Representative (LVER) appears to be unnecessary. Therefore, we would like to suggest this change not be implemented.

Data element 1203, Most Recent Date Received Internship or Work Experience Opportunities,

Date element 1205, Type of Work Experience

Data element 1206, Date Received Financial Literacy Services

Data element 1207, Date Received English as a Second Language Services –

TEGL 19-16 indicates that DOL “encourages” states to have ES staff (LX/W-P) provide these individualized career services, but does not require it be done; however, the elements are indicated as required reporting for W-P. Pennsylvania uses W-P for a number of Individualized Career Services such as, specialized assessments, development of an IEP, and counseling. However, in PA, W-P funds are not used to provide/fund the career services that are specified in these data elements, as our instituted referral system to our Title I partners facilitates the venue for customers to receive such services. If Pennsylvania has elected not to spend W-P funds on these specific career services, does that equate to a “not applicable” (specifically for 1205, 1206, and 1207) response because there is no service to document?

Data element 1300 – Received Training – The revised PIRL adds the Wagner-Peyser and Jobs for Veterans State Grant programs to the list of programs for which this element is required to be reported. This requirement seems to be unnecessary, as these grants do not provide funding for training.

Data element 1800, Type of Recognized Credential #1 – The definition for this element includes masters’ degree as an example of a recognized credential. A masters’ degree is considered a graduate/post graduate degree. Therefore, the removal of an option for ‘Graduate/Post-Graduate’ from the code values for this element appears to contradict with the data element definition. This deletion also unfairly limits the ability of states to record all positive outcomes for their participants.

Data elements 1902 through 1908, Educational Functioning Level Post-Test information – Assessments used to evaluate educational functioning level include sub-tests to evaluate an individual’s proficiency in several educational areas. Results are provided for each educational area rather than a composite score. The PIRL, however, is limited to the recording of only one set of educational functioning level results. We would like to suggest that the PIRL be expanded to include opportunity to record assessment results for three educational areas, as was done under WIA or the elements be removed all together.

Program Performance Report Template and Specifications

Many of the detailed specifications include a proposed change from the ‘Date of First Basic Career Service’ to ‘Most Recent Date Received Basic Career Services’. While we recognize this change should have no impact on results, it does require significant programming changes to those states who are developing customized reports for program administrators at all levels. Therefore, we respectfully request that these changes be reverted back to ‘Date of First Basic Career Service’.

Item A.3, Reportable Individual – The revised specification for the calculation of this data point relies only on whether an individual is marked as being a reportable individual in any of the funding stream elements; however, due to our earlier concerns with that process, we do not feel it is appropriate for the specification to rely on this criterion. We therefore recommend reverting to the original specification.

Item D.4, Credential Rate - The removal of ‘Graduate/Post-Graduate’ as a viable code value for the ‘type of recognized credential’ data elements eliminates the ability of Title I programs from achieving positive outcomes for this measure for participants who complete a masters’ degree program, unless the participant is also receiving services from a Title IV program.