

RESOLUTION NO. 02-04-06

of the

ST. LAWRENCE COUNTY WORKFORCE INVESTMENT BOARD

**LOCALLY RECOGNIZED CREDENTIAL POLICY  
FOR THE ADULT AND DISLOCATED WORKER  
“EMPLOYMENT AND CREDENTIAL RATE” PERFORMANCE MEASURE**

As presented by the WIB Services Committee

April 24, 2002

**WHEREAS**, each local workforce investment area in a State is subject to the same core indicators of performance under “Performance Accountability” as noted in Section 136 of the Workforce Investment Act of 1998 (WIA), and

**WHEREAS**, it is suggested that States and localities provide further definition for the performance measure “Adult and Dislocated Worker Employment and Credential Rate,” and

**WHEREAS**, the St. Lawrence County Workforce Investment Board proposes the following local definition pertaining to “credential obtainment” for the Adult and Dislocated Worker Employment and Credential Rate Performance Measure, and

**WHEREAS**, a locally recognized credential policy for the Adult and Dislocated Worker and Credential Rate Performance Measure has been approved and forwarded by the WIB Services Committee,

**NOW, THEREFORE, BE IT RESOLVED** that the St. Lawrence County Workforce Investment Board recognizes the attached policy for the Adult and Dislocated Worker Employment and Credential Performance Measure.

MOVED: Mr. Phelan

SECOND: Mr. Brining

AYE: 17

NAY: 0

ABSTAIN: 0

ST. LAWRENCE COUNTY  
WORKFORCE INVESTMENT BOARD

WORKFORCE INVESTMENT ACT

CREDENTIAL POLICY  
FOR  
ADULT AND DISLOCATED WORKER  
EMPLOYMENT AND CREDENTIAL RATE  
PERFORMANCE MEASURE

Approved by the St. Lawrence County Workforce Investment Board: April 24, 2002

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## **INTRODUCTION**

Each local workforce investment area in a State is subject to the same core indicators of performance. It is suggested that States and/or localities provide further definition for the performance measure, Adult and Dislocated Worker Employment and Credential Rate. In order to meet this State negotiated performance measure, the St. Lawrence County Local Workforce Investment Area, proposes the following local definition pertaining to “credential obtainment”, that will apply to this program(s) standard reported to the State:

**PERFORMANCE MEASURE:** Adult and Dislocated Worker (DW) Employment and Credential Rate (Applies only to the adults and dislocated workers who received Training Services)

# of Adults/DW who were employed in the 1<sup>st</sup> Quarter after exit and received a credential by the end of the 3<sup>rd</sup> Quarter after exit

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# of Adults/DW who exited services during the Quarter

## **OPERATIONAL PARAMETERS**

- The numerator for this measure includes those who were employed in the first quarter after exit, regardless of whether they were employed at registration.
- Credentials can be obtained while a person is still participating in services and up to three (3) quarters following exit.

## **DEFINITIONS**

- Training Services – include WIA- funded and non-WIA funded partner training services. These services include, but are not limited to: occupational skills training, including training for nontraditional employment; on-the-job training; programs that combine workplace training with related instruction, which may include cooperative education programs; training programs operated by the private sector; skill upgrading and retraining; entrepreneurial training; job readiness training; adult education and literacy activities in combination with other training; and customized training conducted with a commitment by and employer or group of employers to employ an individual upon successful completion of the training.
- Credential – nationally recognized degree or certificate or State/ locally recognized credential. Credentials include, but are not limited to, a high school diploma, GED or other recognized equivalents, post-secondary degrees/certificates, recognized employer skill standards, and licensure or industry-recognized certificates. Also includes all State Education Agency recognized credentials; employer specific training regimen to recognize successful completion of the training services listed above that are designed to equip individuals to enter or re-enter employment, retain employment, or advance into better employment.

## **RATIONALE**

This measure is limited to individuals who are in training because that is the only set of services that lead to attainment of a credential. To promote program integration and partner collaboration, this measure does recognize joint participation in WIA services and non- WIA funded training programs. While there will be variation in the ability of local providers to track participants who are enrolled in non-WIA funded training services, it is considered a significant and necessary step toward building an integrated workforce system.

This measure includes all individuals who received training regardless of whether they had jobs at registration. It recognizes not only individuals who enter employment, but also incumbent workers, students and welfare-to-work participants, who have jobs or are placed in jobs, but continue receiving training services to attain more skills and better jobs. A time frame of three (3) quarters after exit to obtain a credential is to allow time for individuals to take tests, which may occur after training is completed and may only be offered once a year.

## **LOCALLY RECOGNIZED CREDENTIAL POLICY**

The Local Workforce Investment Board (LWIB) will accept a program of training services consisting of one or more courses or a training regimen, that can lead to a formal credential such as a degree, certification or licensure that is nationally and state recognized. Or, for the “acquisition of skills and competencies” recognized by employers for a specific job or occupation, as well as general skills and competencies necessary for a broad range of occupations, or job readiness. In this case, “acquisition of skills and competencies” have to be recognized by employers, labor-management committees, or labor organizations and identified in advance; particularly when the programs do not offer a formal credential. In these circumstances, the LWIB will require staff to establish a written set(s) of benchmarks to be successfully completed, within an established training curricula, and be accepted as a credential by the LWIB (i.e. on-the-job training, customized training, etc.) if the individual being trained, successfully completes 80% of their training regimen. This will accommodate situations in which WIA participants’ training plans do not require a full “program”, but rather only part of a program or courses from different programs.

The responsibility for defining and administering the methodology, processes, procedures, and compliance with this policy on behalf of the St. Lawrence County Workforce Investment Board will be vested in the St. Lawrence County Office of Economic Development.

## **RESOURCES**

- Workforce Investment Act of 1998
- Federal Register, Part II, August 11, 2000
- Training & Employment Guidance Letter, No. 7-99
- Workforce Investment Act Title IB, Standardized Record Data (WIA-SRD)
- “Managing For Top Performance” by John G. Chamberlin