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# GUIDE TO THE OUTCOME MEASUREMENT SYSTEM (OMS) REPORT CARDS

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## **PURPOSE:**

This document briefly overviews Job Corps' Outcome Measurement System (OMS) Report Cards. All policies related to the establishment of the OMS can be found in Job Corps' Program and Requirements Handbook (PRH), Appendix 501, on <https://prh.jobcorps.gov/Appendices/Forms/AllItems.aspx>. The first Appendix 501 Policies and Procedures document provides an introduction to these OMS Report Cards, and documents related to specific Report Cards follow the introductory document.



# BRIEF OVERVIEW

Currently, Job Corps maintains an Outcome Measurement System (OMS) composed of four Report Cards to assess the performance outcomes of its service providers. These are:

- Centers (OMS-10)
- Outreach and Admissions (OA) providers (OAOMS-10)
- Career Transition Services (CTS) providers (POMS-10)
- Career Technical Training (CTT) programs (CTTOMS-10)

The purpose of the OMS is to monitor and assess how well each service provider is meeting program goals and priorities established by Job Corps' authorizing law, the Workforce Innovation Opportunity Act (WIOA), and the Department of Labor. Outcome results are shown for each specific service provider/program and by region and nationally.

The structure of all four Report Cards is the same: a set of performance measures with specific achievement targets/goals. The proportion of the goal achieved is presented as a performance rating. Each measure is also assigned a "weight" — that is, what proportion of 100% is allocated to that measure. The combined *weighted performance ratings* are summed to create an overall rating for each service provider. The definitions of each of these components are below.

## COMPONENT DEFINITIONS

**Performance measures (also known as metrics or indicators)** are the specific performance outcomes assessed, such as the completion of a high school diploma (HSD) or high school equivalency (HSE) exam. All Report Cards contain at least a single indicator, while some Report Cards have composite measures composed of two or more indicators. The performance outcomes for each indicator are assessed against goals and then weighted to produce an overall composite measure rating. For example, the Credential Attainment rate measure in the Center Report Card (OMS-10) comprises three separate indicators whose weighted performance ratings are combined to calculate an overall rating for the composite measure. The results for the indicators that make up the composite measures are shown separately in a Supplemental Report Card.

**Performance goals** are quantitative targets for each measure that establish the Government's expected level of performance. Goals for composite measures are set to 100%, indicating that the goal for the composite measure is to meet the goals for all individual indicators that make up the composite measure. Goals are set at the national level. For specific measures, Job Corps creates Model-Based Goals (MBGs) for them by adjusting the national goals using statistical models that account for the unique circumstances of each service provider in the Report Card. The model-based goals ensure equity in making comparisons of performance across service providers for factors outside the service provider's control.

**Weights** are assigned to performance measures and expressed as a percentage. The total weight of all measures in a Report Card is 100%, with each measure assigned a proportion based on its relative importance to other measures.

The **performance rating of a measure** is the proportion of the goal achieved and is expressed as a percentage. The performance rating is calculated by dividing actual performance by the goal. For example, if 80% is achieved for a measure whose goal is 90%, the performance rating is calculated as  $80\% \div 90\% = 88.9\%$ . This means that 88.9% of the goal has been reached.

The **weighted performance rating** of a measure is the performance rating multiplied by the measured weight.

The **overall rating** is the weighted aggregate of all individual performance measure ratings expressed as a percentage.

Below are examples of single and composite performance measures and how to calculate them.

#### EXAMPLE: Calculating Single Measure Ratings

Measure	Actual Performance	Measure Goal	Performance Rating <sup>1</sup>	Measure Weight	Weighted Performance Rating <sup>2</sup>
Single Measure 1	79%	75%	105.3%	40%	42.1%
Single Measure 2	54%	60%	90%	25%	22.5%
Composite Measure 3	90%	100%	90%	35%	31.5%
<b>Overall Report Card Rating<sup>3</sup></b>					<b>96.1%</b>
<b>TO CALCULATE THE OVERALL REPORT CARD RATING:</b> 1. Calculate the performance rating of each measure by <b>dividing the actual performance</b> of the measure <b>by the measured goal</b> (Actual Performance/Goal). 2. Calculate the weighted performance of each measure by <b>multiplying the performance rating</b> by the <b>measure's weight</b> (Performance Rating x Weight). 3. <b>Sum the weighted performance ratings</b> of all the measures to produce the Overall Report Card Rating.					

#### EXAMPLE: Calculating Composite Measure Performance Ratings

Indicator	Actual Performance	Indicator Goal	Performance Rating <sup>1</sup>	Indicator Relative Weight	Weighted Performance Rating <sup>2</sup>
Indicator 1	68.2%	65%	104.9%	37.5%	39.3%
Indicator 2	66.0%	70%	94.3%	25.0%	23.6%
Indicator 3	92.3%	90%	102.6%	25.0%	25.6%
Indicator 4	57.5%	60%	95.8%	12.5%	12.0%
<b>Composite Measure Performance Rating<sup>3</sup></b>					<b>100.5%</b>
<b>TO CALCULATE THE PERFORMANCE RATING FOR A COMPOSITE MEASURE:</b> 1. Calculate each indicator's performance rating by <b>dividing the indicator's actual performance</b> by the <b>indicator goal</b> . 2. Calculate the weighted performance of each indicator by <b>multiplying the performance rating</b> by the <b>indicator's relative weight</b> . 3. <b>Sum the weighted performance ratings</b> of the four indicators to produce the overall rating for the credential attainment measure.					

Below is a sample Center Report Card with the components used for calculating and overall performance ratings. This is followed by tables showing measures, goals and weights for each service provider's Report Card for PY 2022.

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Outcome Measurement System  
Center Report Card (OMS-10)  
Report Period: 7/1/2021 - 6/30/2022

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Actual Performance calculated by dividing the number in the numerator (credit) by the denominator (pool); i.e., 2 ÷ 4 = 50%

Performance Rating calculated by dividing actual performance by the performance goal (50%/80%=62.5%)

Individual Center Results	Direct Center Services			CTS Placement Outcomes			Q2/Q4 Placement Outcomes					Overall	
	Credential / Adjustment	Measurable Skill / Criteria	Rating	Placement	Placement Average Wage		Placement Quality	Q2 Placement	Q2 Earnings		Q4 Placement		Employer Retention
					Rate	Wage			Goal	Rate			
National Goal	100.0%	100.0%	100.0%	83.0%		Model Based	100.0%	80.0%		Model Based	10.0%	80.0%	100.0%
National Weight	15.0%	5.0%	10.0%	10.0%	\$10.83	\$5.43	12.5%	20.0%	\$8,889.84	\$3,569.00	20.0%	0.0%	103.6%
Center 1	79.5%	101.4%	81.8%	81.8%	\$10.83	\$5.43	117.9%	90.0%	\$8,889.84	\$3,569.00	50.0%	98.7%	103.6%
Pool/Credit	79.5%	101.4%	81.8%	44 / 58	128.5%		117.9%	10 / 8	248.5%		4 / 2	3 / 2	
0000001	0.0%	0.0%	0.0%	0.0%	\$0.00	\$12.00	0.0%	0.0%	\$0.00	\$5,500.00	0.0%	111.2%	
Center 2				0 / 0				0 / 0					
Pool/Credit	N/A	N/A	N/A	N/A	0.0%		N/A	N/A	0.0%		0 / 0		
0000002	42.2%	52.8%	76.5%	76.5%	\$16.78	\$12.53	112.5%	79.3%	\$7,659.27	\$5,859.00	64.3%	0.0%	
Center 3	42.2%	52.8%	107 / 84	107 / 84	153.7%		112.5%	58 / 48	150.7%		42 / 27		
Pool/Credit	45.3%	19.8%	52.8%	52.8%	\$15.02	\$12.15	80.7%	77.8%	\$8,716.04	\$5,318.00	81.8%	3 / 2	
0000003	42.2%	52.8%	73 / 38	73 / 38	131.1%		80.7%	45 / 35	164.2%		33 / 23		
Pool/Credit	45.3%	19.8%	63.6%	63.6%	\$16.25	\$12.68	105.0%	97.9%	\$8,144.06	\$5,743.00	102.5%	111.2%	
0000004	71.8%	48.5%	192 / 132	192 / 132	126.5%		105.0%	104 / 81	141.0%		91 / 68		
Center 4	71.8%	48.5%	82.8%	82.8%	\$15.32	\$12.36	84.0%	88.0%	\$0,253.12	\$5,478.00	68.7%	68.2%	85.0%
Pool/Credit	44.3%	30.2%	68.8%	68.8%	\$15.96	\$12.84	110.8%	104.0%	\$7,603.33	\$5,763.00	81.2%	113.7%	
0000005	44.3%	30.2%	88 / 48	88 / 48	124.0%		84.0%	58 / 47	114.1%		38 / 28	22 / 15	
Center 5	44.3%	30.2%	64.5%	64.5%	\$15.07	\$12.88	101.8%	86.9%	\$7,851.23	\$5,944.00	76.5%	67.7%	
Pool/Credit	44.2%	50.7%	162 / 110	162 / 110	126.2%		110.8%	82 / 58	150.7%		49 / 30	40.8%	85.2%
Center 6	44.2%	50.7%	81.8%	81.8%	\$15.35	\$12.95	93.1%	101.0%	\$8,381.08	\$6,001.00	90.3%	111.2%	
Pool/Credit	73.7%	34.0%	123 / 88	123 / 88	115.5%		93.1%	52 / 33	159.7%		27 / 15	14 / 7	70.2%
Center 7	73.7%	34.0%	84.8%	84.8%	\$17.07	\$12.52	96.7%	79.4%	\$8,430.10	\$5,884.00	50.0%	53.3%	82.0%
Pool/Credit	58.6%	28.2%	90 / 35	90 / 35	143.5%		96.7%	70 / 47	143.5%		44 / 22	33 / 7	
0000009	55.4%	23.8%	69.6%	69.6%	\$17.00	\$12.92	127.4%	88.0%	\$0,751.60	\$6,133.00	70.3%	50.7%	
Center 8	55.4%	23.8%	96 / 71	96 / 71	131.6%		127.4%	72 / 57	158.7%		58 / 46	34 / 23	100.0%
Pool/Credit	57.8%	26.2%	80.2%	80.2%			127.4%	98.0%	158.7%		98.1%	112.7%	

Overall Performance Rating calculated by adding the weighted performance ratings of all the measures

Weighted performance ratings are calculated by multiplying each measures performance rating by the measure weight.

## PY 2022 CENTER REPORT CARD

	Definition	Goal	Weight
DIRECT CENTER SERVICES (30%)			
Credential Attainment Rating±	Rating based on weighted performance on three indicators relative to goals: (1) HSD/HSE attainment rate, (2) CTT completion rate and (3) Primary IRC attainment rate	100%	25%
Measurable Skills Gains Rating±	Rating based on the average performance of four indicators relative to goals: Average Literacy Gains, Average Numeracy Gains, Literacy Gain rate and Numeracy Gain rate	100%	5%
CTS PLACEMENT OUTCOMES (40%)			
Placement Rate	Number of graduates and former enrollees placed in a job, the military or an education/training program, or who transferred to <b>an approved Advanced Training program at another center</b> Number of graduates and former enrollees whose placement records are due or received or who transferred to an approved Advanced Training program at another center	83%	12.5%
Graduate and Former Enrollee Average Hourly Wage at Placement*	The sum of hourly wages of graduates and former enrollees <b>placed in a job or the military</b> Number of graduates and former enrollees placed in a job or the military	\$16.25	7.5%
Placement Quality Rating±	Rating based on weighted performance on two indicators relative to goals: (1) job-training match rate and (2) quality placement rate (percentage of all initially placed graduates and former enrollees in apprenticeship programs, full-time jobs, the military, full-time college, full-time college/job combination, or full-time post-secondary training)	100%	20%
Q2/Q4 PLACEMENT OUTCOMES (30%)			
Graduate and Former Enrollee Placement Rate in Quarter 2 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 2 survey they are in <b>a job, the military, or an education/training program</b> Number of graduates and former enrollees who complete the Quarter 2 survey	80%	12.5%
Graduate and Former Enrollee Placement Rate in Q4 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 4 survey that they are in <b>a job, the military, or an education/training program</b> Number of graduates and former enrollees who complete the Quarter 4 survey	80%	12.5%

**PY 2022 CENTER REPORT CARD (CONTINUED)**

	Definition	Goal	Weight
Graduate and Former Enrollee Average Earnings in Quarter 2 After Exit Quarter*	The sum of earnings of graduates and former enrollees who report they are in <b>a job or the military on the Quarter 2 survey</b> Number of graduates and former enrollees who complete the Quarter 2 survey and report they are in a job or the military in the second quarter after the exit quarter	\$7,700	5%
Employer Retention Rate	Number of graduates and former enrollees <b>whom the same employer employed in Quarter 2 and Quarter 4 after the exit quarter</b> Number of graduates and former enrollees who completed the Quarter 4 survey and were employed in Quarter 2 after the exit quarter	60%	0%
*Has Model-Based Goal    ±Composite Measures			<b>100%</b>

**PY 2022 SUPPLEMENTAL CENTER REPORT CARD**

Indicator	Definition	Goal	Weight
<b>CREDENTIAL ATTAINMENT RATING</b>			
HSD/HSE Attainment Rate	Number of students who attained either an HSD or HSE <b>in the reporting period</b> Of those without an HSD/HSE at entry, the number who attained one during the reporting period <b>PLUS</b> the number who exited in the reporting period without attaining an HSD/HSE	70%	33.4%
Career Technical Training (CTT) Completion Rate	Number of students who attained their first CTT program <b>in the reporting period</b> Number of students who completed their first CTT program during the reporting period <b>PLUS</b> the number who exited in the reporting period without completing a CTT program	75%	33.3%
CTT Primary IRC Attainment Rate	Number of CTT students who attained their first approved Primary industry-recognized credential or completed an NTC program <b>in the reporting period</b> Number of students assigned to a CTT program who completed their first Primary IRC during the reporting period <b>PLUS</b> the number assigned to a CTT program who exited in the reporting period without completing a Primary IRC	90%	33.3%
			<b>100%</b>



**PY 2022 SUPPLEMENTAL CENTER REPORT CARD (CONTINUED)**

Indicator	Definition	Goal	Weight
<b>MEASURABLE SKILLS GAINS RATING</b>			
<b>Average Literacy Gains</b>	<p>Sum of Educational Functioning Level gains attained on the highest <b>valid subsequent TABE reading test</b></p> <p>Number of exited students who scored Educational Functioning Level 4 or below on the initial TABE reading test and students who did not take a valid initial reading test during the first 21 calendar days on center</p>	1 EFL	25%
<b>Average Numeracy Gains</b>	<p>Sum of Educational Functioning Level gains attained on the highest <b>valid subsequent TABE math test</b></p> <p>Number of exited students who scored Educational Functioning Level 5 or below on the initial TABE math test and students who did not take a valid initial math test during the first 21 calendar days on center</p>	1 EFL	25%
<b>Literacy Gain Rate</b>	<p>Number of students who made their first gain of 1 EFL or higher on a <b>valid subsequent TABE reading test during the reporting period</b></p> <p>Number of students who:</p> <ul style="list-style-type: none"> <li>a) scored EFL 4 or below on the initial TABE reading test and attained their first gain of 1 EFL or higher on a subsequent follow-up test during the reporting period, <b>PLUS</b></li> <li>b) did not take a valid initial reading test during the first 21 calendar days on the center during the reporting period, <b>PLUS</b></li> <li>c) exited in the reporting period, scored EFL 4 or below on the initial TABE reading test, and did not attain a gain of 1 EFL or higher on a subsequent follow-up test</li> </ul>	65%	25%
<b>Numeracy Gain Rate</b>	<p>Number of students who made their first gain of 1 EFL or higher on a <b>valid subsequent TABE math test during the reporting period</b></p> <p>Number of students who:</p> <ul style="list-style-type: none"> <li>a) scored EFL 5 or below on the initial TABE reading test and attained their first gain of 1 EFL or higher on a subsequent follow-up test during the reporting period, <b>PLUS</b></li> <li>b) did not take a valid initial math test during the first 21 calendar days on center in the reporting period, <b>PLUS</b></li> <li>c) exited in the reporting period, scored EFL 5 or below on the initial TABE math test, and did not attain a gain of 1 EFL or higher on a subsequent follow-up test</li> </ul>	65%	25%
			<b>100%</b>

**PY 2022 SUPPLEMENTAL CENTER REPORT CARD (CONTINUED)**

Indicator	Definition	Goal	Weight
PLACEMENT QUALITY RATING			
Career Technical Training (CTT) Completer Job Training Match (JTM) Rate	<p>Number of CTT completers placed in <b>a training-related job or the military</b></p> <p>Number of CTT completers placed in a job or the military</p>	65%	45%
Full-Time Quality Placement Rate	<p>Number of graduates and former enrollees placed in an apprenticeship program, a full-time job, the military, full-time college, full-time job/college combination, or <b>a full-time post-secondary training program</b></p> <p>Number of initially placed graduates and former enrollees</p>	85%	55%
			<b>100%</b>

**PY 2022 OA REPORT CARD**

Measure	Definition	Goal	Weight
QUANTITY/PRODUCTION (60%)			
Female Arrival Rate	<p><b>Number of female arrivals</b></p> <p>Total female contracted quota</p>	100%	30%
Total Arrival Rate	<p><b>Number of total arrivals</b></p> <p>Total contracted quota</p>	100%	30%
			<b>100%</b>
QUALITY/COMMITMENT (40%)			
Non-Level 1 Zero Tolerance (ZT) Separation Rate	<p>Number of student arrivals who do not separate for a Level 1 ZT infraction under codes 5.1a, 5.2b or 5.3c within the first 30 calendar days of enrollment or under code 5.2a within the first 45 calendar days of enrollment (first 45 calendar days of arrival to the center for VE students)</p> <p>Number of student arrivals with the opportunity to stay in the program for at least 45 calendar days after enrollment (45 calendar days after arrival to the center for VE students)</p>	98%	5%
Arrivals With 90-Day Commitment Rate	<p>Number of students in the pool who stay for <b>90 or more calendar days</b></p> <p>Number of student arrivals with the opportunity to stay in the program for at least 90 calendar days</p>	85%	30%



**PY 2022 OA REPORT CARD (CONTINUED)**

Measure	Definition	Goal	Weight
Graduate Rate	<b>Number of students who separate as graduates</b> Number of separated students	65%	5%
			<b>100%</b>

**PY 2022 CTS REPORT CARD**

Measure	Definition	Goal	Weight
<b>CTS PLACEMENT OUTCOMES (55%)</b>			
Placement Rate	Number of graduates and former enrollees placed in <b>a job, the military, an education/training program, or a job/college combination</b> Number of graduates and former enrollees whose placement records are due or received	83%	25%
Placement Average Wage*	The sum of hourly wages of graduates and former enrollees placed in <b>a job or the military</b> Number of graduates and former enrollees placed in a job or the military	\$16.25	10%
Placement Quality Rating±	Rating based on weighted performance on two indicators relative to goals: (1) job-training match rate and (2) quality placement rate (percentage of all initially placed graduate and former enrollees in apprenticeship programs, full-time jobs, the military, full-time college, full-time college/job combination, or full-time post-secondary training)	100%	20%
<b>Q2/Q4 PLACEMENT OUTCOMES (45%)</b>			
Graduate and Former Enrollee Placement Rate in Quarter 2 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 2 survey that they are in <b>a job, the military, or an education/training program</b> Number of graduates and former enrollees who complete the Quarter 2 survey	80%	17.5%
Graduate and Former Enrollee Placement Rate in Q4 After Exit Quarter	Number of graduates and former enrollees who report on the Quarter 4 survey that they are in <b>a job, the military, or an education/training program</b> Number of graduates and former enrollees who complete the Quarter 4 survey	80%	17.5%

**PY 2022 CTS REPORT CARD (CONTINUED)**

Measure	Definition	Goal	Weight
Graduate and Former Enrollee Average Earnings in Quarter 2 After Exit Quarter*	<p>The sum of earnings of graduates and former enrollees who report they are in <b>a job or the military on the Quarter 2 survey</b></p> <p>Number of graduates and former enrollees who complete the Quarter 2 survey and report they are in a job or the military</p>	\$7,700	10%
*Has Model-Based Goal    ±Composite Measures			<b>100%</b>

**PY 2022 SUPPLEMENTAL CTS REPORT CARD**

Indicator	Definition	Goal	Weight
PLACEMENT QUALITY RATING			
Career Technical Training (CTT) Completer Job Training Match (JTM) Rate	<p>Number of CTT program completers placed in <b>a training-related job or the military</b></p> <p>Number of CTT program completers placed in a job or the military</p>	65%	45%
Full-Time Quality Placement Rate	<p>Number of graduates and former enrollees placed in an apprenticeship program, a full-time job, the military, full-time college, full-time job/college combination, or <b>a full-time post-secondary training program</b></p> <p>Number of placed graduates and former enrollees</p>	85%	55%
			<b>100%</b>

## PY 2022 CTT REPORT CARD

Measure	Definition	Goal	Weight
DIRECT CENTER SERVICES (30%)			
Career Technical Training (CTT) Program Completion Rate	<p>Number of students who attained their first CTT program <b>in the reporting period</b></p> <p>Number of students who completed their first CTT program during the reporting period <b>PLUS</b> the number assigned to a CTT program who exited in the reporting period without completing it</p>	85%	15%
CTT Industry-Recognized Credential (IRC) I Attainment Rate	<p>Number of CTT students who attained their first approved <b>Primary IRC or completed an NTC program in the reporting period</b></p> <p>Number of students assigned to a CTT program who completed their first Primary IRC during the reporting period <b>PLUS</b> the number assigned to a CTT program who exited in the reporting period without completing a Primary IRC</p>	90%	10%
CTT Industry-Recognized Credential (IRC) II Attainment Rate	<p>Number of CTT students who attained their first approved <b>Secondary IRC or their second approved Primary IRC in the reporting period</b></p> <p>Number of students assigned to a CTT program who completed their first Secondary IRC/second Primary IRC during the reporting period <b>PLUS</b> the number assigned to a CTT program who exited in the reporting period without completing a Secondary IRC or a second Primary IRC</p>	90%	5%
CTS PLACEMENT OUTCOMES (40%)			
CTT Completer Placement Rate	<p>Number of CTT completers placed in a job, the military, or an education/training program, or who transferred <b>to an approved Advanced Training program at another center</b></p> <p>Number of CTT completers whose placement records are due or received or who transferred to an approved Advanced Training program at another center</p>	92%	10%
CTT Completer Average Hourly Wage at Placement*	<p><b>The sum of hourly wages of CTT completers placed in a job or the military</b></p> <p>Number of CTT completers placed in a job or the military</p>	\$16.75	5%
CTT Completer Full-Time Quality Placement Rate	<p>Number of CTT completers placed in <b>an apprenticeship program, a full-time job, the military, full-time college, full-time job/college combination, or a full-time post-secondary training program</b></p> <p>Number of initially placed CTT completers</p>	88%	10%

## PY 2022 CTT REPORT CARD (CONTINUED)

Measure	Definition	Goal	Weight
CTT Completer Job-Training Match (JTM) Placement Rate	Number of CTT completers placed in <b>a training-related job or the military</b> Number of CTT completers placed in <b>a job or the military</b>	65%	10%
CTT Completer Job-Training Match (JTM) Average Hourly Wage*	The sum of hourly wages of CTT completers placed in a <b>training-related job or the military</b> Number of CTT completers placed in <b>a training-related job or the military</b>	\$17.35	5%
Q2/Q4 PLACEMENT OUTCOMES (30%)			
CTT Completer Placement Rate in Quarter 2 After Exit Quarter	Number of CTT completers who report on the Quarter 2 survey they are in a job, the military, <b>an education/training program, or a job/college combination</b> Number of CTT completers who complete the Quarter 2 survey	83%	12.5%
CTT Completer Placement Rate in Q4 After Exit Quarter	Number of CTT completers who report on the Quarter 4 survey they are in a job, the military, <b>an education/training program, or a job/college combination</b> Number of CTT completers who complete the Quarter 4 survey	83%	12.5%
CTT Completer Average Earnings in Quarter 2 After Exit Quarter*	The sum of earnings of CTT completers who report they are in <b>a job or the military on the Quarter 2 survey</b> Number of CTT completers who complete the Quarter 2 survey and report they are in a job or the military in the second quarter after the exit quarter	\$7,900	5%
*Has Model-Based Goal (center level)			<b>100%</b>