

# **TAA and DW Co-Enrollment FAQ #1:**

## **Perceived Barriers of Cost & Performance**

Data shows that co-enrollment between TAA and Title I Dislocated Worker (DW) results in better performance outcomes that are statistically significant and consistent over time. This is based on data reported for both programs. However, only 50.3 percent of current TAA participants are co-enrolled with DW<sup>1</sup>.

According to feedback from states, two main barriers to co-enrollment are perceptions of:

1. Cost
2. Performance

This FAQ aims to address these perceived barriers. ([TAA and DW Co-Enrollment FAQ #2](#) addresses the perceived barriers of eligibility and benefit and service provision.)

### **COST**

*Myth: DW has limited funds, so TAA participants should be limited to TAA funds.*

*Busted:*

- There is no requirement that WIOA funds be used to pay for any portion of approved TAA training costs for TAA participants to be co-enrolled/included in performance.
- Co-enrollment requires that WIOA program funds must contribute to at least one service, which could include case management alone (in either on-on-one, or group settings).
- There many ways to coordinate co-enrollment that are a minimal cost burden for WIOA programs, including resume writing workshops, financial literacy, etc.

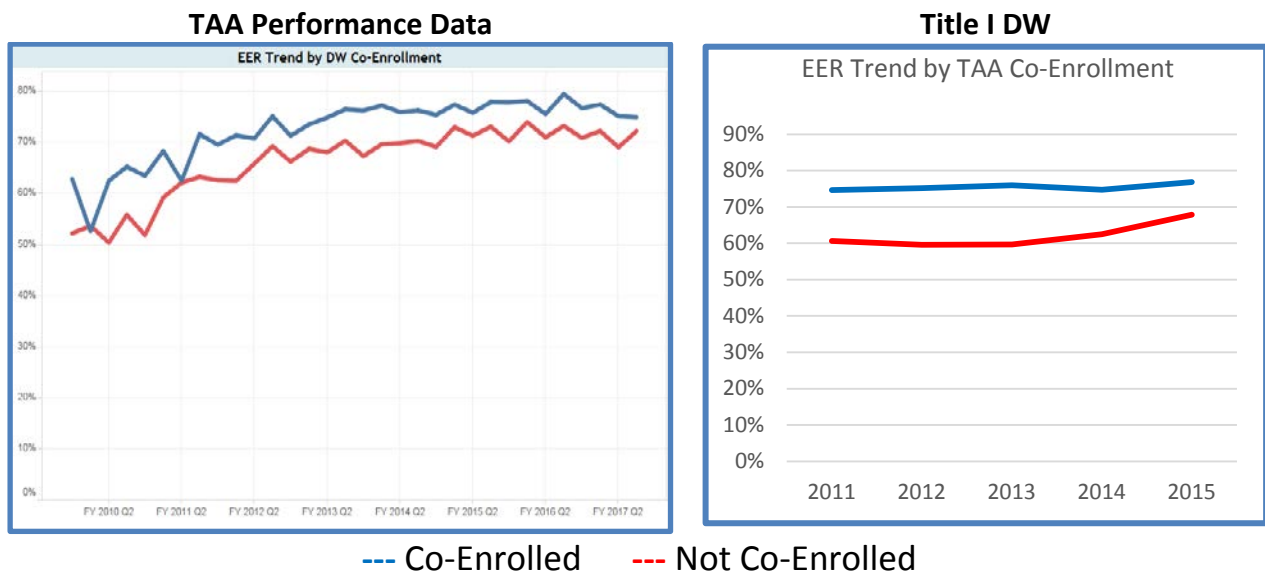
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<sup>1</sup> Based on PIRL data, 1/1/18-3/31/18

## PERFORMANCE

*Myth: Co-Enrollment hurts performance.*

*Busted:* Performance improves when TAA participants are co-enrolled with Title I DW (left table). The same is true for DW participants co-enrolled with the TAA program (right table). See these trends:



TAPR Data: FY10-FY17

WIASRD Data: FY11-FY15

Statistically significant difference in performance between those co-enrolled and those not.

**There are other high performance results for TAA Participants Co-Enrolled with DW and for DW Participants co-enrolled with TAA.** See the following table:

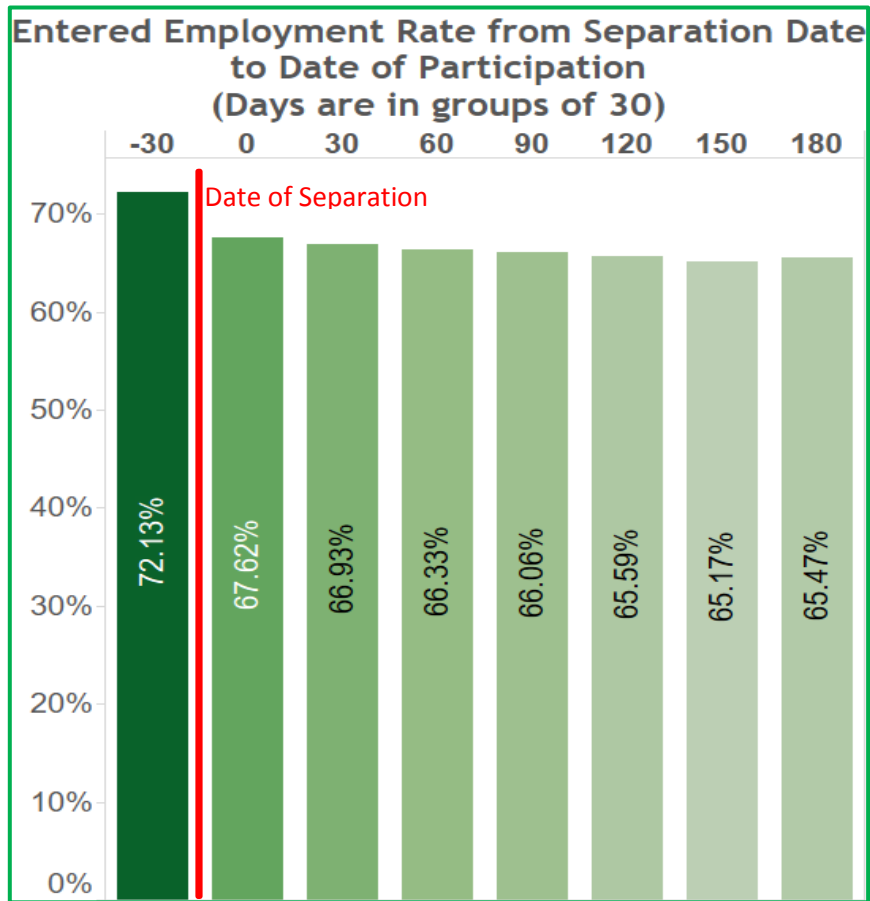
Measure	TAA Data <sup>2</sup>			DW Data <sup>3</sup>		
	Co-Enrolled with DW	Not Co-Enrolled	Net Benefit	Co-Enrolled with TAA	Not Co-Enrolled	Net Benefit
Training Participation	74%	50%	<b>+24</b>	59%	13%	<b>+46</b>
Training Completion	67%	65%	<b>+2</b>	49%	11%	<b>+38</b>
Credential Attainment	48%	26%	<b>+22</b>	41%	8%	<b>+33</b>

<sup>2</sup> TAPR: Exited- 10/1/16-9/30/17, as of 7/30/18

<sup>3</sup> WIASRD: Exited - 7/1/15-6/30/16, as of 7/27/18

## Performance, Continued

Those TAA participants who receive early intervention services also have better outcomes.



Based on TAPR data, 10/1/08-9/30/17

# Scenarios

Perceived Barrier: ***TAA Participation Will Hurt Outcomes Because They are Different Programs and Have Different Goals***

Discussion: There is the perception that the TAA Program goals differ from that of WIOA.

Solution(s): TAA primary indicators of performance are fully aligned with those of WIOA DW. WIOA DW can claim credit for outcomes on performance indicators attained by participants who receive TAA funded services, as long as they are determined eligible and receive at least one WIOA DW-funded service. This can include case management. Thus, the successes of co-enrolled workers will contribute to the state's ability to meet WIOA performance standards. For more information on co-enrollment and costs, see above section on cost.

Perceived Barrier: ***TAA Participation Will Hurt Outcomes Because TAA Participants Are in the Program for Significantly Longer Periods of Participation***

Discussion: Average participation in TAA is longer than in DW (459 days<sup>4</sup> to 148 days<sup>5</sup>). There is the perception that this will hurt outcomes.

Solution(s): Performance indicators are calculated after exit. Therefore, length of participation and participants who have a longer period of participation have no impact on outcomes. This topic has bearing on common exit policy (see [TAA and DW Co-Enrollment FAQ #3](#)).

TAA participants are often engaged in long-term training, but this should not be a disincentive to co-enrollment. In fact it can be an asset. The Measurable Skill Gains performance indicator under WIOA measures the progress of participants engaged in training so positive outcomes can be reflected even during long term training. For more information on Measurable Skill Gains, see [TEGL 10-16, Change 1, p.18](#).

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<sup>4</sup> TAPR data: FY17, as of 2/27/18.

<sup>5</sup> WIASRD data: PY15, as of 7/31/18

Perceived Barrier: ***TAA Participation will Hurt Outcomes Because TAA Participants May Have a Barrier to Employment such as English Language Learner, Age, and Basic Skills Deficient***

Discussion: The Barriers to Employment, as defined by WIOA, are considered to negatively impact performance outcomes. TAA Participants may have at least one of these barriers.

Solution(s): The regression model is designed to adjust for these barriers to employment. Therefore, the expected state results for participants with one or more barriers to employment will be adjusted in a manner that reflects the estimated impact those barriers will have on achieving a successful outcome.

The Statistical Adjustment Model is an objective statistical model to be used to make adjustments to the State negotiated levels of performance for actual economic conditions and the characteristics of participants served at the end of the program year. It also is a factor used in arriving at mutual agreement on State negotiated levels of performance. The statistical adjustment model is run before the program year during the negotiation process and after the close of the program year to account for actual economic conditions and characteristics of participants served (WIOA section 116(b)(3)(A)(viii)).

Perceived Barrier: ***Participants are Older Workers who are Close to Retirement Age. This Could Negatively Affect Performance.***

Discussion: The retirement waiver available under TAA was eliminated in 2011. Older workers who enroll in the program, and then retire, are perceived to negatively affect performance outcomes. And in fact, TAA Participants are typically older than the wider DW population.

Solution(s): Negotiated performance goals take into consideration the participants receiving services. Therefore, these older participants should be served, as determined by the assessment. The regression model established under WIOA considers factors such as age when calculating performance targets. Thus, serving such workers will not have a negative impact on adjusted performance outcomes.

Data: Trade Act Participant Report (TAPR) allowed for reporting on Reason for Exit, including retirement. From FY14-FY17, there were only 345 EER Exiters recorded as exiting for retirement, which is less than 1% of the total TAA population ( $345/53,021 = .65\%$ ). Thus, while those who retired had a lower EER, the statistically insignificant percentage of retirees did not have an impact on the overall performance.