

**YOUTH EMPLOYABILITY ENHANCEMENT DEFINITIONS**

"Youth Employability Enhancement" means an outcome for youth, other than entered unsubsidized employment, which is recognized as enhancing long-term employability and contributing to the potential for a long-term increase in earnings and employment.

Outcomes which meet this requirement shall be restricted to the following:

- (1) Attained PIC-Recognized Youth Employment Competencies (two or more reported from SPIR items 36a, 36d, and 36e);
- (2) Returned to Full-Time School;
- (3) Remained in School;
- (4) Completed Major Level of Education; or
- (5) Entered Non-Title II Training.

**1. Attained PIC-Recognized Youth Employment Competencies** - Youth who demonstrated proficiency, as defined by the PIC in two or more of the following three skill areas in which the terminnee was deficient at enrollment: 1) pre-employment/work maturity (SPIR item 36a); 2) basic education (SPIR item 36d); or 3) job-specific skills (SPIR item 36e). Competency gains must be achieved through program participation and be tracked through sufficiently developed systems that must include: quantifiable learning objectives, related curricula/training modules, pre and post-assessment, employability planning, documentation, and certification. The completely detailed definition for Youth Employment Competency systems is located in the Standardized Program Information Reporting System (SPIR) instructions.

**2. Returned to Full-Time School** - Youth who: (1) had returned to full-time secondary school (e.g., junior high school, middle school and high school) including an alternative school if, at the time of intake, the participant was not attending school (exclusive of summer school) and had not obtained a high school diploma or equivalent; and (2) prior to termination, had been retained in school for one semester or at least 120 calendar days.

**Alternative School** - A specialized, structured curriculum offered inside or outside of the public school system which may provide work/study and/or GED preparation.

**NOTE:** To obtain credit for Returned to Full-Time School and Remained in School (described below), SDAs must be prepared to demonstrate that retention results from continuing, active participation in JTPA activities and the youth must: (1) be making satisfactory progress in school; and (2) (for youth aged 16-21) attain a PIC-approved Youth Employment Competency in Basic Skills or Job-Specific Skills; or (3)

(for youth aged 14-15) attain a PIC-approved Youth Employment Competency in Pre-employment/Work Maturity or Basic Skills.

Satisfactory Progress in School - An SDA, in cooperation with the local school system, must develop a written policy that defines an individual standard of progress for each participant that he or she is required to meet. Such a standard should, at a minimum, include both a qualitative element of a participant's progress (e.g., performance on a criterion-referenced test or a grade point average) and a quantitative element (e.g., a time limit for completion of the program or course of study). This policy may provide for exceptional situations in which students who do not meet the standard of progress are nonetheless making satisfactory progress during a probationary period because of mitigating circumstances.

**3. Remained in School** - Youth who, prior to termination, had been retained in full-time secondary school, including alternative school, for one semester or at least 120 calendar days. A youth may be reported as Remained-in-School only if he/she was attending school at the time of intake, had not received a high school diploma or its equivalent, and was considered "at risk of dropping out of school," as defined by the Governor in consultation with the State Education Agency.

**4. Completed Major Level of Education** - Adults/youth who, prior to termination, had completed, during enrollment in the program, a level of educational achievement which had not been reached at entry. Levels of educational achievement are secondary and post-secondary. Completion standards shall be governed by State standards and shall include a high school diploma, GED Certificate or equivalent at the secondary level, and shall require a diploma or other written certification of completion at the post-secondary level.

NOTE: To obtain credit, completion of a major level of education must result primarily from active JTPA program participation of at least 90 calendar days or 200 hours, usually prior to the completion of the major level of education.

**5. Entered Non-Title II Training** - Adults/youth who, prior to termination, had entered an occupational skills employment/training program not funded under Title II of the JTPA, that builds upon and does not duplicate training received under Title II.

NOTE: To obtain credit, the participant must have been retained in that program for at least 90 calendar days OR 200 hours or must have received a certification of occupational skill attainment. During the period the participant is in non-Title II training, he/she may or may not have received JTPA services. It is expected that the ultimate result of this outcome will be the attainment of a job-specific skill competency on the part of the trainee.