

# Workforce Opportunity for Rural Communities

## Performance Accountability

### Introduction

The Workforce Opportunity for Rural Communities (WORC) initiative is a partnership with the U.S. Department of Labor's Employment and Training Administration (ETA), the Appalachian Regional Commission (ARC), and the Delta Regional Authority (DRA). WORC enables impacted communities to develop local and regional workforce development solutions aligned with existing economic development strategies and community partnerships to promote new, sustainable job opportunities and long-term economic vitality.

This grant program design supports alignment of workforce development with existing strategies and plans for economic development and diversification in rural communities in the following areas:

- The Appalachian region, as defined in 40 U.S.C. 14102(a)(1), and
- The Lower Mississippi Delta (Delta) region, as defined in 7 U.S.C. 2009aa(2).

These grants enable eligible applicants within the Appalachian and Delta regions to expand the impact of existing workforce development initiatives and provide valuable career, training, and support services to eligible individuals in areas currently underserved by other resources. These grants support workforce development activities that prepare dislocated workers, new entrants to the workforce, and incumbent workers for good jobs in high-demand occupations.

### Performance Reporting

#### QUARTERLY NARRATIVE REPORTS

Grantees must submit a Quarterly Narrative Report (QNR) in a specific report template (ETA-9179) provided to grantees. The template provides grantees with a set of questions including progress of the grant timeline, grant activities and accomplishments. WORC grantees identify the performance measures they will collect and share as part of their proposed project in each application, and must report on goals, outcomes and outputs described in the approved grant proposal. Grantees must submit the QNR via email with the subject line, "WORC Quarterly Narrative Report" to:

- The assigned ETA Federal Project Officer (FPO). Contact information for this individual is contained in the grant agreement documents;
- The Delta Regional Authority (DRA) at: [workforce@dra.gov](mailto:workforce@dra.gov); and
- The Appalachian Regional Commission (ARC) at: [WORC@arc.gov](mailto:WORC@arc.gov).

#### LEVERAGE EXISTING STATE REPORTING SYSTEMS

WORC grantees that serve individuals are required to coordinate with and provide information to state agencies that administer the Wagner-Peyser Act Employment Service to ensure participants are registered in the Employment Service. This allows ETA to collect employment outcomes data in alignment with other workforce initiatives such as the Workforce Innovation and Opportunity Act (WIOA) and minimizes duplicative



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reporting. WORC grantees are responsible for initiating these conversations with their respective State Workforce Agency (SWA). ETA provides technical assistance (TA) to facilitate coordination between WORC grantees and SWAs through ETA's regional offices or Federal Project Officers assigned to the grant. At minimum, WORC grantees must design procedures to provide information to SWAs to register participants in the Wagner-Peyer Act Employment Service (WP/ES). ETA encourages WORC grantees and SWAs to design these procedures so that WORC participants remain enrolled in WP/ES as long as they are active participants in the WORC grant, and beyond if appropriate.

The WORC participants that will register with the Employment Service are those who receive:

- Staff-assisted career services, specifically comprehensive skill assessments, development of an individual employment plan, individual career counseling or career planning, internships or work experiences, or out-of-area job search assistance; or
- Training services, specifically occupational skills training, entrepreneurial training, or training programs operated by the private sector.

WP/ES registration occurs both when the WORC grantee provides all services to the participant and then shares that information to the SWA for reporting purposes, or if the SWA provides some services to the participant during each quarter that they are still enrolled in the WORC grant.

## PERFORMANCE MEASURES

These WIOA performance measures apply to the WORC initiative, to assess the effectiveness in achieving positive outcomes for individuals:

- **Employment Rate Second Quarter After Exit:** Percentage of participants who are in unsubsidized employment during the second quarter after exit.
- **Employment Rate Fourth Quarter After Exit:** Percentage of participants who are in unsubsidized employment during the fourth quarter after exit.
- **Median Earnings Second Quarter After Exit:** Median earnings of participants who are in unsubsidized employment during the second quarter after exit.

State Workforce Agencies registering WORC participants in the state's Employment Service should report code value "WORC001" in one of the Special Project ID fields ((Participant Individual Record Layout (PIRL) data element(s) 105, 106, or 107)). Please see the PIRL layout (ETA-9172) for more details (<https://doleta.gov/performance/reporting/>).

## Additional Resources

- FOA-ETA-20-04: Funding Opportunity Announcement for Workforce Opportunity for Rural Communities (WORC): A Grant Initiative for the Appalachian and Delta Regions: <https://www.dol.gov/sites/dolgov/files/ETA/grants/pdfs/FOA-ETA-20-04.pdf>
- ETA's WORC website: <https://www.dol.gov/agencies/eta/dislocated-workers/grants/workforce-opportunity>
- ETA's performance TA website: <https://performancereporting.workforcegps.org/>
- TEGL 10-16, Change 1: [https://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=3255](https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3255)

