

<b>EMPLOYMENT AND TRAINING ADMINISTRATION</b> <b>ADVISORY SYSTEM</b> <b>U.S. DEPARTMENT OF LABOR</b> <b>Washington, DC 20210</b>	<b>CLASSIFICATION</b> WIOA
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**ADVISORY: TRAINING AND EMPLOYMENT GUIDANCE LETTER NO. 07-18, CHANGE 1**

**TO:** STATE AND LOCAL STAKEHOLDERS IN THE WORKFORCE  
INNOVATION AND OPPORTUNITY ACT  
STATE WORKFORCE AGENCIES

**FROM:** LORI FRAZIER BEARDEN   
Acting Assistant Secretary

**SUBJECT:** Guidance for Validating Jointly Required Performance Data Submitted under the Workforce Innovation and Opportunity Act (WIOA)

- Purpose.** This guidance provides information to States and grantees of the U.S. Departments of Labor (DOL) and Education (ED) (collectively “the Departments”) on the performance accountability system requirements set forth in section 116 of WIOA. The guidance provides information about the guidelines States must use in developing procedures for ensuring the data submitted are valid and reliable, as required by section 116(d)(5) of WIOA.

With this issuance, the Departments update the guidance to align it with changes made by the Workforce Innovation and Opportunity Act Effectiveness in Serving Employers Performance Indicator final rule (89 FR 13814 (Feb. 23, 2024)) (Final Rule), which took effect March 25, 2024. This Final Rule defined the Effectiveness in Serving Employers primary indicator of performance, as required by WIOA section 116(b)(2), as Retention with the Same Employer, and it requires States to report the indicator as a shared indicator across the six core programs.

- Action Requested.** States are requested to distribute this information to the appropriate State and local staff. Please make this information available to the appropriate program, reporting, performance accountability, and technical staff.

- Summary and Background.**

- Summary—Training and Employment Guidance Letter (TEGL) 7-18, Change 1, rescinds and replaces TEGL 7-18, issued December 18, 2018. The revisions contained in TEGL 7-18, Change 1: ensure that the portions of the guidance related to the Effectiveness in Serving Employers performance indicator align with the Workforce Innovation and

<b>RESCISSIONS</b> TEGL 7-18	<b>EXPIRATION DATE</b> Continuing
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Opportunity Act Effectiveness in Serving Employers joint performance indicator required by section 116(b)(2)(A)(i)(VI) of WIOA. The performance indicator is defined as Retention with the Same Employer (89 FR 13814, Feb. 23, 2024).

- b. Background—Section 116 of WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of States and local areas in achieving positive outcomes for participants served by the workforce development system’s six core programs<sup>1</sup>. WIOA provides an opportunity to align performance-related definitions, streamline performance indicators, integrate reporting, and ensure comparable data collection and reporting across all six core programs, while also requiring the collection and reporting of program-specific data.

Through this guidance, the Departments clarify the performance accountability guidelines required to be developed under WIOA section 116. This guidance provides States with a general framework for data validation. Specifically, the Departments have developed this guidance pursuant to WIOA section 116(d)(5), which requires the Departments to establish data validation guidelines to ensure the information contained in program reports is valid and reliable. States must develop data validation procedures consistent with WIOA section 116(d)(5).

#### **4. Framework and Documentation.**

**Joint Data Validation Framework.** Data validation is a series of internal controls or quality assurance techniques established to verify the accuracy, validity, and reliability of data. Establishing a joint data validation framework based on a consistent approach shared by the Departments will ensure that all program data are consistent and accurately reflect the performance of each core program in each State. To that end, the purposes of validation procedures for jointly required performance data are to:

- Verify that the performance data reported by States to the Departments are valid, accurate, reliable, and comparable across programs;
- Identify anomalies in the data and resolve issues that may cause inaccurate reporting;
- Outline source documentation required for common data elements; and
- Improve program performance accountability through the results of data validation efforts.

While States must utilize a data validation strategy, the specific design, implementation, and periodic evaluation of that strategy is left to the discretion of the State so long as those strategies or procedures are consistent with these guidelines.

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<sup>1</sup> The six core programs are the Adult program, Dislocated Worker program, and Youth program, authorized under WIOA title I and administered by DOL; the Adult Education and Family Literacy Act (AEFLA) program, authorized under WIOA title II and administered by ED; the Employment Service program authorized under the Wagner-Peyser Act, as amended by WIOA title III and administered by DOL; and the Vocational Rehabilitation (VR) program authorized under title I of the Rehabilitation Act of 1973, as amended by WIOA title IV and administered by ED.

Data validation helps ensure the accuracy of the annual statewide performance reports, safeguards data integrity, and promotes the timely resolution of data anomalies and inaccuracies. As such, the Departments recommend that States incorporate their data validation procedures into their internal control procedures, which are required by 2 CFR §200.303. State VR agencies should also consider related guidance issued in RSA Dear Colleague Letter 23-04, dated September 28, 2023.

In accordance with section 116(d)(5) of WIOA, each State must develop data validation procedures that include:

- Written procedures for data validation that contain a description of the process for identifying and correcting errors or missing data, which may include electronic data checks;
- Regular data validation training for appropriate program staff (e.g., at least annually);
- Monitoring protocols, consistent with 2 CFR §200.328, to ensure that program staff are following the written data validation procedures and take appropriate corrective action if those procedures are not being followed;
- A regular review of program data (e.g., quarterly) for errors, missing data, out-of-range values, and anomalies;
- Documentation that missing and erroneous data identified during the review process have been corrected; and
- Regular assessment of the effectiveness of the data validation process (e.g., at least annually) and revisions to that process as needed.

The Departments also will conduct data validation to verify data accuracy once States submit their performance reports.

**Source Documentation for Common Data Elements.** Procedures developed by the States must include regular data element validation through core program monitoring on 25 common data elements, consistent with the requirements of both section 116(d)(5) of WIOA and the internal controls requirements of 2 C.F.R. § 200.303. The Departments selected these elements based on their importance for reporting accurate performance outcomes and to ensure data consistency across core programs. The Departments encourage States to implement a sampling methodology of their participant files and conduct file reviews of data elements against source documentation. In Attachment I of this guidance, the Departments identify acceptable source documentation for validating these selected data elements. States may: (1) maintain supporting documentation for program-specific data elements not included in this joint guidance; (2) conduct additional source document validation on more data elements; and (3) require additional source documentation in their procedures.

States may only use self-attestation or self-reported supplemental wage data information from participants through follow-up if all efforts to collect other allowable source documentation have been exhausted.

Each Department will, as necessary, issue further program-specific guidelines regarding data validation and provide program-specific statutory compliance assistance to States and grantees. In addition, DOL will issue guidance on source documentation requirements for the DOL-only Participant Individual Record Layout (PIRL) data elements.

5. **Inquiries.** Questions concerning this guidance should be directed to the appropriate regional office.

6. **References.**

- Workforce Innovation and Opportunity Act, Pub. L. 113-128;
- WIOA Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions, 81 Fed. Reg. 55791 (Aug. 19, 2016);
- WIOA Joint Performance Accountability Information and Reporting System, OMB Control Number 1205-0526;
- Information on title II requirements found at <https://aefta.ed.gov/>;
- Information on title IV requirements found at <https://www.ed.gov/about/ed-offices/osers>;
- Employment and Training Administration source for WIOA requirements: <https://www.dol.gov/agencies/eta/wioa/>; and
- The Performance and Results website addresses how performance is measured, reported, and evaluated at the Employment and Training Administration: <https://www.dol.gov/agencies/eta/performance/>.

7. **Attachments.**

- Attachment I – Source Document Validation Instructions

Source Documentation for WIOA Core Programs

Joint Data Element Validation

Source Document Validation Instructions

The attached data element source documentation table lists the 25 common data elements that States must validate in accordance with the guidelines established by the Departments pursuant to section 116(d)(5) of WIOA. The table displays the PIRL and RSA-911 data element numbers, data element names, formats, definitions, instructions, and source documentation needed to perform data element validation on each data element. Additionally, the Departments have provided a list of acceptable source documents to validate these selected 25 data elements. States and grantees may conduct additional source document validation on more data elements, as each State and local program deems appropriate. Each program may also implement additional source document requirements on program-specific data elements. However, all State and local programs reporting performance data pursuant to 116(d)(5) of WIOA must use the same data element definitions in the PIRL and must use data validation procedures developed by the State that are consistent with the guidelines identified in this joint guidance.

**A. TYPES OF SOURCE DOCUMENTATION**

The validation guidelines provide multiple forms of acceptable source documentation. Source documentation must match the reported data. If multiple sources conflict, the most authoritative source should be used to determine if the data element is valid and accurate.

These source documentation types include:

1. **Cross-Match:** A cross-match requires grantees to identify detailed evidence that confirms the data element in a secondary database. Grantees must also confirm supporting information, such as dates of participation and services rendered. Grantees must have data sharing agreements in place as appropriate. Upon request, results must be available to federal auditors.
2. **Self-Attestation:** Self-attestation means a written, or electronic/digital declaration of information for a particular data element, signed and dated by the participant. The Departments broadly interpret what is considered an electronic/digital signature. Electronic signatures or a submission from the participant such as an email, text, or unique online participant/exiter response is considered an electronic signature or verification; it must be participant generated and traceable to the participant. Grantees must retain documentation of self-attestations provided by participants

- 3. Case Notes:** Case notes refer to either paper or electronic statements by the case manager or program staff that identify, at a minimum, the following: (a) a participant's situation status related to a specific data element, (b) the date on which the information was obtained, and (c) the name of the case manager or program staff who obtained the information.

**4. Electronic Records which may include:**

- **Participant Source Documents:** Participant source documents maintained in the grantee's management information system (MIS) or other official record keeping system.
- **Grantee participant service record:** Grantee participant information generated and maintained by the grantee regarding the specific services received by a participant. The information may be generated and maintained through the grantee's MIS or other official recordkeeping system.

**NOTE: For the latest versions of PIRL (ETA-9170) and RSA-911 data elements please visit:**

- **DOL:** [ETA Performance Reporting](#)
- **ED:** [Case Service Report \(RSA-911\) | Rehabilitation Services Administration \(ed.gov\)](#)

**Attachment I**  
**Source Documentation for WIOA Core Programs**  
**Joint Data Element Validation**

PIRL DATA ELEMENT NO.	RSA-911 DATA ELEMENT NO.	DATA ELEMENT NAME	DATA TYPE/ FIELD LENGTH	DATA ELEMENT DEFINITIONS/INSTRUCTIONS	CODE VALUE	SOURCE DOCUMENTATION REQUIREMENTS
900	127	Date of Program Entry	DT 8	Record the date on which an individual became a participant as referenced in 20 CFR 677.150 satisfying applicable programmatic requirements for the provision of services. Leave blank if this data element does not apply.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>Individual Plan for Employment</li> <li>Electronic Records</li> <li>Program intake documents, such as eligibility determination documentation or program enrollment forms</li> </ul>
901	353	Date of Program Exit	DT 8	Record the last date the participant received services that are not self-service, information-only, or follow up services. Record this last date of receipt of services only if there are no future services that are not self-service, information-only, or follow up services, planned from the program. For Titles I, II and III, record the last date of funded service(s). For Vocational Rehabilitation programs, record the date when the participant's record of service is closed pursuant to 34 CFR 361.43 or 361.56.  Leave blank if this data element does not apply to the participant.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>A copy of the letter sent to the individual indicating that the case was closed</li> <li>WIOA status/exit forms</li> <li>Electronic Records</li> <li>Attendance records</li> <li>Review of service records identifying the last qualifying service (and lack of a planned gap)</li> </ul>
923	355	Other Reasons for Exit	IN 2	Record 01 if the participant exits the program because he or she has become incarcerated in a correctional institution or has become a resident of an institution or facility providing 24-hour support such as a hospital or treatment center during the course of receiving services as a participant. Record 02 if the participant exits the program because of medical treatment and that treatment is expected to last longer than 90 days and precludes entry into unsubsidized employment or continued participation in the program. Record 03 if the participant is deceased.	01 = Institutionalized 02 = Health/Medical 03 = Deceased 04 = Reserve Forces called to Active Duty 05 = Foster Care 06 = Ineligible 07 = Criminal Offender 00 = No	One of the following: <ul style="list-style-type: none"> <li>Information from partner services</li> <li>WIOA or program status/exit forms</li> <li>Electronic Records</li> <li>Withdrawal form with explanation</li> <li>Information from institution or facility</li> </ul>

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				<p>Record 04 if the participant exits the program because the participant is a member of the National Guard or other reserve military unit of the armed forces and is called to active duty for at least 90 days.</p> <p>Record 05 if the participant is in the foster care system as defined in 45 CFR 1355.20(a) and exits the program because the participant has moved from the area as part of such a program or system (Youth participants only).</p> <p>Record 06 if the participant, who was determined to be eligible, is later determined ineligible. For the VR program, this occurs when a participant indicates they no longer wish to pursue competitive integrated employment. For titles I, II, and III program eligibility is determined at the time an individual becomes a participant.</p> <p>Record 07 if the participant is a criminal offender in a correctional institution under section 225 of WIOA.</p> <p>Record 00 if the participant meets none of the above conditions.</p>		<ul style="list-style-type: none"> <li>Case notes</li> </ul>
1303		Type of Training Service #1	IN 2	<p>Use the appropriate code to indicate the type of approved training being provided to the participant.</p> <p>NOTE: If OJT or Skill Upgrading is being provided as part of a Registered Apprenticeship program, choose Code 09.</p> <p>NOTE: Code 06 should only be utilized when other codes are clearly not appropriate.</p> <p>Record 00 if the participant did not receive a training service.</p> <p>Leave blank if this data element does not apply to the participant.</p>	<p>01 = On the Job Training (non-WIOA Youth)</p> <p>02 = Skill Upgrading</p> <p>03 = Entrepreneurial Training (non-WIOA Youth)</p> <p>04 = ABE or ESL (contextualized or other) in conjunction with Training</p> <p>05 = Customized Training</p> <p>06 = Occupational Skills Training (non-WIOA Youth)</p> <p>07 = ABE or ESL (contextualized or other) NOT in conjunction with training (funded by Trade Adjustment Assistance only)</p>	<p>One of the following:</p> <ul style="list-style-type: none"> <li>Copy of enrollment record</li> <li>Case notes</li> <li>Cross-Match between dates of service and vendor training information</li> <li>Vendor training documentation</li> <li>Electronic Records</li> <li>Individual Training Account</li> <li>Attendance records</li> </ul>



PIRL DATA ELEMENT NO.	RSA-911 DATA ELEMENT NO.	DATA ELEMENT NAME	DATA TYPE/ FIELD LENGTH	DATA ELEMENT DEFINITIONS/INSTRUCTIONS	CODE VALUE	SOURCE DOCUMENTATION REQUIREMENTS
					08 = Prerequisite Training 09 = Registered Apprenticeship 10 = Youth Occupational Skills Training 11 = Other Non-Occupational-Skills Training 12 = Job Readiness Training in conjunction with other training 00 = No Training Service	
1310		Type of Training Service #2	IN 2	<p>If the participant received a second type of approved training, record the appropriate code to indicate the type of approved training being provided to the participant.</p> <p>NOTE: If OJT or Skill Upgrading is being provided as part of a Registered Apprenticeship program, choose Code 09.</p> <p>NOTE: Code 06 should only be utilized when other codes are clearly not appropriate.</p> <p>Record 00 if the participant did not receive a second training service.</p> <p>Leave blank if this data element does not apply to the participant.</p>	01 = On the Job Training (non-WIOA Youth) 02 = Skill Upgrading 03 = Entrepreneurial Training (non-WIOA Youth) 04 = ABE or ESL (contextualized or other) in conjunction with Training 05 = Customized Training 06 = Occupational Skills Training (non-WIOA Youth) 07 = ABE or ESL (contextualized or other) NOT in conjunction with training (funded by	One of the following: <ul style="list-style-type: none"> <li>• Copy of enrollment record</li> <li>• Case notes</li> <li>• Cross-Match between dates of service and vendor training information</li> <li>• Vendor training documentation</li> <li>• Electronic Records</li> <li>• Individual Training Account</li> <li>• Attendance records</li> </ul>

PIRL DATA ELEMENT NO.	RSA-911 DATA ELEMENT NO.	DATA ELEMENT NAME	DATA TYPE/ FIELD LENGTH	DATA ELEMENT DEFINITIONS/INSTRUCTIONS	CODE VALUE	SOURCE DOCUMENTATION REQUIREMENTS
					Trade Adjustment Assistance only) 08 = Prerequisite Training 09 = Registered Apprenticeship 10 = Youth Occupational Skills Training 11 = Other Non-Occupational-Skills Training 12 = Job Readiness Training in conjunction with other training 00 = No Training Service	
1315		Type of Training Service #3	IN 2	<p>If the participant received a third type of approved training, record the appropriate code to indicate the type of approved training being provided to the participant.</p> <p>NOTE: If OJT or Skill Upgrading is being provided as part of a Registered Apprenticeship program, choose Code 09.</p> <p>NOTE: Code 06 should only be utilized when other codes are clearly not appropriate.</p> <p>Record 00 if the participant did not receive a third service.</p> <p>Leave blank if this data element does not apply to the participant.</p> <p>Additional Note: If the participant receives more than three training services, record the last (or most recent) training services received by the participant in this field.</p>	01 = On the Job Training (non-WIOA Youth) 02 = Skill Upgrading 03 = Entrepreneurial Training (non-WIOA Youth) 04 = ABE or ESL (contextualized or other) in conjunction with Training 05 = Customized Training 06 = Occupational Skills Training (non-WIOA Youth) 07 = ABE or ESL (contextualized or other) NOT in conjunction with	One of the following: <ul style="list-style-type: none"> <li>• Copy of enrollment record</li> <li>• Case notes</li> <li>• Cross-Match between dates of service and vendor training information</li> <li>• Vendor training documentation</li> <li>• Electronic Records</li> <li>• Individual Training Account</li> <li>• Attendance records</li> </ul>

PIRL DATA ELEMENT NO.	RSA-911 DATA ELEMENT NO.	DATA ELEMENT NAME	DATA TYPE/ FIELD LENGTH	DATA ELEMENT DEFINITIONS/INSTRUCTIONS	CODE VALUE	SOURCE DOCUMENTATION REQUIREMENTS
					training (funded by Trade Adjustment Assistance only) 08 = Prerequisite Training 09 = Registered Apprenticeship 10 = Youth Occupational Skills Training 11 = Other Non- Occupational-Skills Training 12 = Job Readiness Training in conjunction with other training 00 = No Training Service	
1332	84	Participated in Postsecondary Education During Program Participation	IN 1	Record 1 if the participant was in a postsecondary education program that leads to a credential or degree from an accredited postsecondary education institution at any point during program participation Record 0 if the participant was not a postsecondary education program that leads to a credential or degree from an accredited postsecondary education institution during program participation Leave blank if this does not apply to the participant  Note: This data element relates to the credential indicator denominator and those who are recorded as 1 are included in the credential rate denominator. This element is a subset of PIRL 1811. Do not record 1 if the participant was first enrolled in postsecondary education after exiting the program.	1 = Yes, Participated in Postsecondary Education 0 = No, Did Not Participate in Postsecondary Education	One of the following: <ul style="list-style-type: none"> <li>• Data match with postsecondary data system</li> <li>• Copy of enrollment record</li> <li>• Case notes</li> <li>• School records or verification of enrollment</li> <li>• Transcript or report card</li> </ul>

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1401		Enrolled in Secondary Education Program	IN 1	Record 1 if the participant was enrolled in a Secondary Education Program at or above the 9th Grade level. A Secondary Education program includes both secondary school and enrollment in a program of study with instruction designed to lead to a high school equivalent credential. Examples may include adult high school credit programs and programs designed to prepare participants to pass recognized high school equivalency exams such as the GED, HiSET, or TASC. Programs of study designed to teach English proficiency skills or literacy skills below the 9th grade equivalent are not considered Secondary Education Programs. States may use this coding value if the participant was either already enrolled in education or training at the time of application to the program OR became enrolled in an education or training program at or above the 9th Grade level at any point while participating in the program. Record 0 if the participant was not enrolled in a secondary education program at or above the 9th grade level.	1 = Yes 0 = No	One of the following: <ul style="list-style-type: none"> <li>• Copy of enrollment record</li> <li>• Case notes</li> <li>• School records or verification of enrollment</li> <li>• Transcript or report card</li> <li>• Data match to State K-12 data system</li> </ul>
1406	376	Date Enrolled in Post Exit Education or Training Program Leading to a Recognized Postsecondary Credential	DT 8	Record the date the participant is enrolled in an education or training program that leads to a recognized postsecondary credential after program exit. Leave blank if this data element does not apply to the participant.  NOTE: This element only applies to participants who exited secondary education and obtained a secondary school diploma or its equivalency per sec 116(b)(2)(A)(iii). This data element applies to the Credential Rate numerator. This element is not to be confused with PIRL 1811, Date Enrolled During Program Participation in an Education or Training Program Leading to a Recognized Postsecondary Credential or Employment, which encompasses all education and training program enrollment and captures those enrolled during program participation, not post-exit.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>• Case notes</li> <li>• School records or verification of enrollment</li> <li>• Transcript or report card</li> <li>• Cross-Match</li> <li>• Post-Exit survey from program participants</li> </ul>

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1600	379	Employed in 1st Quarter After Exit Quarter	IN 1	<p>Record 1 if the participant is in unsubsidized employment (not including Registered Apprenticeship, or the military).</p> <p>Record 2 if the participant is in a Registered Apprenticeship.</p> <p>Record 3 if the participant is in the military.</p> <p>Record 0 if the participant was not employed in the first quarter after the quarter of exit.</p> <p>Record 9 if the participant has exited but employment information is not yet available.</p>	<p>1 = Yes</p> <p>2 = Yes, Registered Apprenticeship</p> <p>3 = Yes, Military</p> <p>0 = No</p> <p>9 = Information not yet available</p>	<p>One of the following:</p> <ul style="list-style-type: none"> <li>• UI wage data match/administrative wage match, such as the National Directory of New Hires</li> <li>• Post-Exit follow-up for the purposes of collecting employment and wage data (self-reported) from program participants</li> <li>• Paycheck stubs, and tax records(i.e. W2 form, Quarterly tax payment forms, such as an IRS form 941 etc.)</li> <li>• Signed letter or other information from employer on company letterhead attesting to an individual's employment status and earnings</li> <li>• Self-employment worksheets signed and attested to by program participants</li> <li>• Detailed case notes verified by employer and program staff.</li> </ul>

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1602	383	Employed in 2nd Quarter After Exit Quarter	IN 1	Record 1 if the participant is in unsubsidized employment (not including Registered Apprenticeship, or the military). Record 2 if the participant is in a Registered Apprenticeship. Record 3 if the participant is in the military. Record 0 if the participant was not employed in the second quarter after the quarter of exit. Record 9 if the participant has exited but employment information is not yet available.	1 = Yes 2 = Yes, Registered Apprenticeship 3 = Yes, Military 0 = No 9 = Information not yet available	One of the following: <ul style="list-style-type: none"> <li>• UI wage data match/administrative wage match, such as the National Directory of New Hires</li> <li>• Post-Exit follow-up for the purposes of collecting employment and wage data (self-reported) from program participants</li> <li>• Paycheck stubs, and tax records (i.e. W2 form, Quarterly tax payment forms, such as an IRS form 941 etc.)</li> <li>• Signed letter or other information from employer on company letterhead attesting to an individual's employment status and earnings</li> <li>• Self-employment worksheets signed and attested to by program participants</li> <li>• Detailed case notes verified by employer and program staff.</li> </ul>

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1604	386	Employed in 3rd Quarter After Exit Quarter	IN 1	Record 1 if the participant is in unsubsidized employment (not including Registered Apprenticeship, or the military). Record 2 if the participant is in a Registered Apprenticeship. Record 3 if the participant is in the military. Record 0 if the participant was not employed in the third quarter after the quarter of exit. Record 9 if the participant has exited but employment information is not yet available.	1 = Yes 2 = Yes, Registered Apprenticeship 3 = Yes, Military 0 = No 9 = Information not yet available	One of the following: <ul style="list-style-type: none"> <li>• UI wage data match/administrative wage match, such as the National Directory of New Hires</li> <li>• Post-Exit follow-up for the purposes of collecting employment and wage data (self-reported) from program participants</li> <li>• Paycheck stubs, and tax records (i.e. W2 form, Quarterly tax payment forms, such as an IRS form 941 etc.)</li> <li>• Signed letter or other information from employer on company letterhead attesting to an individual's employment status and earnings</li> <li>• Self-employment worksheets signed and attested to by program participants</li> <li>• Detailed case notes verified by employer and program staff.</li> </ul>

PIRL DATA ELEMENT NO.	RSA-911 DATA ELEMENT NO.	DATA ELEMENT NAME	DATA TYPE/ FIELD LENGTH	DATA ELEMENT DEFINITIONS/INSTRUCTIONS	CODE VALUE	SOURCE DOCUMENTATION REQUIREMENTS
1606	389	Employed in 4th Quarter After Exit Quarter	IN 1	Record 1 if the participant is in unsubsidized employment (not including Registered Apprenticeship, or the military). Record 2 if the participant is in a Registered Apprenticeship. Record 3 if the participant is in the military. Record 0 if the participant was not employed in the fourth quarter after the quarter of exit. Record 9 if the participant has exited but employment information is not yet available.	1 = Yes 2 = Yes, Registered Apprenticeship 3 = Yes, Military 0 = No 9 = Information not yet available	One of the following: <ul style="list-style-type: none"> <li>• UI wage data match/administrative wage match, such as the National Directory of New Hires</li> <li>• Post-Exit follow-up for the purposes of collecting employment and wage data (self-reported) from program participants</li> <li>• Paycheck stubs, and tax records (i.e. W2 form, Quarterly tax payment forms, such as an IRS form 941 etc.)</li> <li>• Signed letter or other information from employer on company letterhead attesting to an individual's employment status and earnings</li> <li>• Self-employment worksheets signed and attested to by program participants</li> <li>• Detailed case notes verified by employer and program staff.</li> </ul>
1618	392	Retention with the same employer in the 2nd Quarter and the 4th Quarter (WIOA)	IN 1	Record 1 if the participant's employer in the second quarter also matches the employer in the fourth quarter. Record 0 if the participant is not employed in the second or fourth quarters after exit, or the employer in the second quarter does not match the employer in the fourth quarter.	1 = Yes 0 = No	One of the following: <ul style="list-style-type: none"> <li>• UI wage data match/administrative wage match, such as the National Directory of New Hires</li> <li>• Post-Exit follow-up for the purposes of collecting employment and wage data (self-reported) from program participants</li> <li>• Paycheck stubs, and tax records (i.e. W2 form,</li> </ul>



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						Quarterly tax payment forms, such as an IRS form 941 etc.) <ul style="list-style-type: none"> <li>• Signed letter or other information from employer on company letterhead attesting to an individual's employment status and earnings</li> <li>• Self-employment worksheets signed and attested to by program participants</li> <li>• Detailed case notes verified by employer and program staff.</li> </ul>
1704	385	Wages 2nd Quarter After Exit Quarter	DE 8.2	Record total earnings for the second quarter after the quarter of exit. Record 999999.99 if data is not yet available for this item. Leave blank if data element does not apply to the participant.	000000.00	One of the following: <ul style="list-style-type: none"> <li>• UI wage data match/administrative wage match, such as the National Directory of New Hires</li> <li>• Post-Exit follow-up for the purposes of collecting employment and wage data (self-reported) from program participants</li> <li>• Paycheck stubs, and tax records (i.e. W2 form, Quarterly tax payment forms, such as an IRS form 941 etc.)</li> <li>• Signed letter or other information from employer on company letterhead attesting to an individual's employment status and earnings</li> <li>• Self-employment worksheets signed and attested to by program participants</li> <li>• Detailed case notes verified by employer and program staff.</li> </ul>

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1800	N/A	Type of Recognized Credential	IN 1	<p>Use the appropriate code to record the type of recognized diploma, degree, or a credential consisting of an industry-recognized certificate or certification, a certificate of completion of a Registered Apprenticeship, a license recognized by the State involved or Federal Government, or an associate or baccalaureate degree attained by the participant who received education or training services.</p> <p>Record 0 if the participant received education or training services, but did not attain a recognized diploma, degree, license or certificate.</p> <p>Leave blank if data element does not apply to the participant.</p> <p>NOTE: Diplomas, degrees, licenses or certificates must be attained either during participation or within one year of exit, consistent with performance accountability requirements at section 116(b)(2)(A)(i)(IV) and (V) of WIOA. This data element applies to both the Credential Rate and Measurable Skills Gain indicators for all core programs.</p>	1 = Secondary School Diploma/or equivalency 2 = AA or AS Diploma/Degree 3 = BA or BS Diploma/Degree 4 = Occupational Licensure 5 = Occupational Certificate 6 = Occupational Certification 7 = Other Recognized Diploma, Degree, or Certificate 0 = No recognized credential	One of the following: <ul style="list-style-type: none"> <li>• Cross-Match</li> <li>• Copy of credential</li> <li>• Copy of school record</li> <li>• Post-Exit follow-up for the purposes of collecting data (self-reported) from program participants</li> <li>• Case notes documenting information obtained from education or training provider</li> </ul>
1801	**87, 88, 89, 90, 93, 94, 95	Date Attained Recognized Credential	DT 8	<p>Record the date on which the participant attained a recognized credential.</p> <p>Leave blank if the participant did not attain a degree or certificate.</p>	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>• Cross-Match</li> <li>• Copy of credential</li> <li>• Copy of school record</li> <li>• Post-Exit survey from program participants</li> <li>• Case notes documenting information obtained from education or training provider</li> </ul> <p>**For RSA-911 purposes, documentation is required for credentials earned after program participation begins</p>

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1806	343	Date of Most Recent Measurable Skill Gains: Educational Functioning Level (EFL)	DT 8	Record the most recent date the participant who received instruction below the postsecondary education level achieved at least one EFL. EFL gain may be documented in one of four ways: 1) by comparing a participant's initial EFL as measured by a pre-test with the participant's EFL as measured by a participant's post-test; 2) for States that offer secondary school programs that lead to a secondary school diploma or its recognized equivalent, an EFL gain may be measured through the awarding of credits or Carnegie units; 3) States may report an EFL gain for participants who are enrolled in a program below the postsecondary level who enroll in State recognized postsecondary education or training during the program year; or 4) States may report an educational functioning level gain for participants who pass a subtest on a State-recognized high school equivalency examination.  Leave blank if this data element does not apply to the participant.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>• Pre- and post-test results measuring EFL gain</li> <li>• Adult High School transcript showing EFL gain through the awarding of credits or Carnegie units</li> <li>• Postsecondary education or training enrollment determined through data match, survey documentation, or program notes</li> <li>• Test results of a passing subtest on a State-recognized high school equivalency examination.</li> </ul>
1807	345	Date of Most Recent Measurable Skill Gains: Postsecondary Transcript/ Report Card	DT 8	Record the most recent date of the participant's transcript or report card for postsecondary education who complete a minimum of 12 hours per semester, or for part time students a total of at least 12 credit hours over the course of two completed consecutive semesters during the program year, that shows a participant is meeting the State unit's academic standards.  Leave blank if this data element does not apply to the participant.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>• Transcript</li> <li>• Report card</li> </ul>
1808	344	Date of Most Recent Measurable Skill Gains: Secondary Transcript/ Report Card	DT 8	Record the most recent date of the participant's transcript or report card for secondary education for one semester showing that the participant is meeting the State unit's academic standards.  Leave blank if this data element does not apply to the participant.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>• Transcript</li> <li>• Report card</li> </ul>

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1809	346	Date of Most Recent Measurable Skill Gains: Training Milestone	DT 8	Record the most recent date that the participant had a satisfactory or better progress report towards established milestones from an employer/training provider who is providing training (e.g., completion of on-the-job training (OJT), completion of one year of a registered apprenticeship program, etc.).  Leave blank if this data element does not apply to the participant.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>• Documentation of a skill gained through OJT or Registered Apprenticeship</li> <li>• Contract and/or evaluation from employer or training provider documenting a skill gain</li> <li>• Progress report from employer documenting a skill gain</li> </ul>
1810	347	Date of Most Recent Measurable Skill Gains: Skills Progression	DT 8	Record the most recent date the participant successfully passed an exam that is required for a particular occupation, or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.  Leave blank if this data element does not apply to the participant.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>• Results of knowledge-based exam or certification of completion.</li> <li>• Documentation demonstrating progress in attaining technical or occupational skills through an exam or benchmark attainment</li> <li>• Documentation from training provider or employer</li> <li>• Copy of a credential that is required for a particular occupation and only is earned after the passage of an exam</li> </ul>
1811	85	Date Enrolled During Program Participation in an Education or Training Program Leading to a Recognized Postsecondary Credential or Employment	DT 8	Record the date the participant was enrolled during program participation in an education or training program that leads to a recognized postsecondary credential, including a secondary education program, or training program that leads to employment as defined by the core program in which the participant participates. States may use this coding value if the participant was either already enrolled in education or training at the time of program entry or became enrolled in education or training at any point while participating in the program. If the participant was enrolled in postsecondary education at program entry, the date in this field should be the date of Program Entry. This includes, but is not limited to, participation in Job Corps or YouthBuild or Adult Education or secondary education programs.	YYYYMMDD	One of the following: <ul style="list-style-type: none"> <li>• Case notes</li> <li>• School records or verification of enrollment</li> <li>• Transcript or report card</li> <li>• Cross-Match</li> </ul>

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				<p>Leave blank if the data element does not apply to the participant.</p> <p>NOTE: This data element applies to the Measurable Skill Gains Indicator, and specifically will be utilized to calculate the denominator. It encompasses all education and training program enrollment.</p>		
1900		Youth 2nd Quarter Placement (Title I)	IN 1	<p>Record 1 if the participant is enrolled in occupational skills training (including advanced training).</p> <p>Record 2 if the participant is enrolled in postsecondary education.</p> <p>Record 3 if the participant is enrolled in secondary education.</p> <p>Record 0 if the participant was not placed in any of the above conditions.</p>	<p>1 = Occupational Skills Training</p> <p>2 = Postsecondary Education</p> <p>3 = Secondary Education</p> <p>0 = No placement</p>	<p>One of the following:</p> <ul style="list-style-type: none"> <li>• Cross-Match</li> <li>• Copy of registration record</li> <li>• Case notes</li> <li>• School records or verification of enrollment</li> <li>• Transcript or report card</li> <li>• Vendor/training provider training documentation</li> </ul>
1901		Youth 4th Quarter Placement (Title I)	IN 1	<p>Record 1 if the participant is enrolled in occupational skills training (including advanced training).</p> <p>Record 2 if the participant is enrolled in postsecondary education.</p> <p>Record 3 if the participant is enrolled in secondary education.</p> <p>Record 0 if the participant was not placed in any of the above conditions.</p>	<p>1 = Occupational Skills Training</p> <p>2 = Postsecondary Education</p> <p>3 = Secondary Education</p> <p>0 = No placement</p>	<p>One of the following:</p> <ul style="list-style-type: none"> <li>• Cross-Match</li> <li>• Copy of registration record</li> <li>• Case notes</li> <li>• School records or verification of enrollment</li> <li>• Transcript or report card</li> <li>• Vendor/training provider training documentation</li> </ul>