

The Workforce Innovation and Opportunity Act

WIOA Desk Reference

Reemployment Services and Eligibility Assessments (RESEA) Performance Reporting Guide

BACKGROUND

The RESEA program is based on a dual service-delivery strategy that combines unemployment compensation eligibility assessments with the provision of reemployment services. These reemployment services include support with development of an individual reemployment plan, career and labor market information, enrollment in the Wagner-Peyser Employment Service, and appropriate referrals or job search assistance.

In Fiscal Year 2018, amendments to the Social Security Act permanently authorized the RESEA program and implemented several significant changes including formula-based funding and a series of evidence-based requirements intended to identify, promote, and reward new and innovative service delivery strategies and interventions. The permanent RESEA program has four purposes:

- ◆ To reduce average duration of unemployment insurance through improved employment outcomes;
- ◆ To strengthen program integrity and reduce improper payments of unemployment compensation;
- ◆ To promote alignment with the vision of the Workforce Innovation and Opportunity Act (WIOA) of increased program integration and service delivery; and
- ◆ Establish RESEA as an entry point to other workforce system partners.

To reflect RESEA's statutory purposes and the new program requirements intended to increase the use and availability of evidence-based interventions and service-delivery models, RESEA activities, outcomes, and performance are determined using a combination of UI and WIOA data. More information is available: <https://www.dol.gov/agencies/eta/american-job-centers/RESEA>.

UI/RESEA REQUIRED REPORTS

For individuals who have lost employment through no fault of their own and continue to meet eligibility requirements for benefits, RESEA aims to reduce a UI claimant's duration receiving benefits by providing access to workforce services, including the development of an individualized reemployment plan based on obtainable goals, in addition to basic career services and training opportunities. Tracking RESEA activities and outcomes is partially accomplished through the following UI reports.

- ◆ **ETA 9128 RESEA Workload** report provides quarterly information on the activities of claimants who are most likely to exhaust their Unemployment Insurance (UI) benefits and are selected to participate in the RESEA program. The data on this report allows for evaluation and monitoring of the RESEA program.



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- ◆ **ETA 9129 RESEA Outcomes** report provides quarterly information on the UI and reemployment outcomes of claimants who are selected for RESEA activities. The data on this report is used for evaluation and monitoring of the RESEA program.
- ◆ **ETA 9178 Grant Reporting** provides for narrative updates on supplemental grant activities to ETA and helps ensure that the grantee achieves the goals described in the supplemental grant application. ETA provides supplemental grants for State Workforce Agencies to enhance reemployment activities such as conducting reemployment and eligibility assessments through RESEA grants. The narrative includes a summary of RESEA activities, timelines for milestones/deliverables, status updates on implementation, risks/challenges, and funding, technical assistance needs, best practices, and outcome information.

Detailed reporting instructions for these reports is provided in the [ETA 401 Handbook](#) and additional technical assistance is available on the RESEA Landing Page: <https://rc.workforcegps.org/resources/RESEA>.

WIOA DATA

Recognizing the growing role UI and RESEA serve as reemployment programs that provide benefits and services to the recently unemployed and entry-points to the public workforce system, ETA has chosen to align UI/RESEA performance with WIOA performance indicators when feasible. In the context of RESEA performance measures, ETA will be leveraging WIOA's "Reemployment Rate" and "Median Earnings."

- ◆ The **Reemployment Rate** in the second quarter after the program exit for RESEA participants captures the percentage of RESEA participants (a sub-set of all UI participants) who are in unsubsidized employment during the second quarter after this same group exits the WIOA program. This core measure would require state UI agencies to develop corrective action plans as part of their annual State Quality Service Plan if they fail to meet established targets. To calculate this rate, RESEA participants who exited the program two quarters prior to the reporting quarter and were identified as employed through direct UI wage record match, federal or military employment records, or supplemental wage information are divided by the total number of RESEA participants who exited the program during the same reporting period.

$$\frac{\text{RESEA participants who: (1) exited the program two quarters prior, and (2) are employed}}{\text{Total number of RESEA participants who exited the program during the same reporting period}}$$

- ◆ The **Median Earnings** in the second quarter after the program exit for RESEA participants is calculated by finding earnings amount that is at the midpoint (note that when there is an even number of records the median is the average of the two midpoint records) between the highest and lowest total earnings during the second quarter after exit for all WIOA RESEA exiters that have earnings reported in that time frame. As a program performance measure, no target is



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established and states and ETA will use the data to assess overall RESEA program performance and to inform technical assistance needs.

Both measures use data elements that are currently included in the WIOA Participant Individual Record Layout (PIRL) and collected and reported as part of each state's quarterly Wagner-Peyser Act Employment Service reporting. There is no new reporting burden associated with this methodology but the accurate reporting of current PIRL elements, including participants' unemployment compensation (UC) status, is imperative.

Additional information about these measures is available in Unemployment Insurance Program Letter (UIPL) No. 7-21: https://wdr.doleta.gov/directives/attach/UIPL/UIPL_7-21.pdf

ACCURATE REPORTING OF UC STATUS

States are required to evaluate their RESEA programs and WIOA data may be a key component of these activities. Therefore, states are encouraged to use data available not only for UI core measures but also for management information on other WIOA core programs such as the Trade Adjustment Assistance and Dislocated Workers. Although the RESEA program performance year is January through December, due to the nine month data lag (3 quarters for reemployment outcomes to be available and 1 quarter for state reporting), ETA modified the performance period in order to allow time for necessary data collection and analysis.

PIRL ELEMENTS 401, 1602, AND 1609

The Department is using the following PIRL data elements to calculate the RESEA Re-Employment Rate:

- ◆ **UC Eligible Status (401)** - This data element records whether an individual, who is a participant in a core or non-core WIOA program, is eligible for benefit payments under one or more State or Federal unemployment compensation (UC) program(s), as well as whether the individual has exhausted all UC benefit rights for which they were determined eligible. This element further differentiates into categories based on whether the individual, as a UC claimant, was referred to the workforce system by the Reemployment Services Eligibility Assessment (RESEA) under code value 1 or Worker Profiling and Reemployment Services (WPRS) program under code value 2. Please note that if the individual is not eligible for benefits on the date of entry into the core or non-core WIOA program, this data element should be left blank as it does not apply to the individual.
 - For participants who are persons who filed a claim and has been determined eligible for benefit payments under one or more State or Federal Unemployment Compensation (UC) programs, there are 4 possible code values in PIRL #401:
 - **Code 1,2, and 3:** the participants described above whose benefit year or compensation, by reason of an extended duration period, has not ended and who has not exhausted his/her benefit rights, and



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- **Code 1:** who were referred (at any point during participation in employment and training services) based on participation in the Reemployment Services and Eligibility Assessment (RESEA) program.
 - **Code 2:** who were referred (at any point during participation in employment and training services) to service through the state's Worker Profiling and Reemployment Services (WPRS) system.
 - **Code 3:** who were not referred to service through the state's WPRS system or the RESEA program.¹
- **Code 4:** the participants described above but has exhausted all UC benefit rights for which he/she has been determined eligible, including extended supplemental benefit rights.
- ◇ **Code 5:** Within PIRL data element number 401, there is also a subcategory where a grantee can flag a participant as exempt from its work search requirement if the state workforce agency has determined exemption pursuant to state law or policy, which is code value 5. An example where this may occur would be the participant returning to work in the near future or starting new employment in the immediate future. This category requires program staff to make the determination on exemption based on State law and policy and cannot be self-attested by the participant.
- ◆ **Employed in Second Quarter after Exit Quarter (1602)** - This data element records whether a WIOA core or non-core program participant was in unsubsidized employment, in a Registered Apprenticeship, in the military, or not employed, in the second quarter after the quarter of program exit.
 - ◆ **Recalled by Layoff Employer (1609)** - This element is a required data element for participants in the Trade Adjustment Assistance (TAA) program. When the Department calculates the “Reemployment Rate”, it will include both those participants who were recorded as eligible for “UC Eligible Status” in element 401, as well as those participants who were recorded as “Employed in 2nd Quarter After Exit Quarter (WIOA)” in element 1602 but exclude any participant who was recorded as recalled by the employer where the qualifying separation took place in element 1609.

PIRL ELEMENTS 100, 101, AND 300

It is important to remember that the following data elements are particularly important for ensuring accurate reporting on UI eligible participants:

- ◆ **Unique Individual Identifier (100)**
- ◆ **State Code of Residence (101)**
- ◆ **Veteran Status (300)**

¹ For reporting purposes, referral by RESEA means the individual was selected for RESEA services and received a notification. Therefore, an individual may have already been enrolled in Wagner Peyser prior to receiving a RESEA notification and should be coded as referred by RESEA code value = 1



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PERFORMANCE INDICATORS

The RESEA program is now permanently authorized and as the program participation grows, it will serve a greater percentage of UI claimants. The first two new measures below are designed to focus on RESEA program performance within the context of the broader workforce development system. The third measure will evaluate the reemployment rate for the all UI eligible participants receiving reemployment services. All three measures align with the WIOA primary indicators of performance and will utilize data that states already report for the Wagner-Peyser Act-funded Employment Service (ES) program and will assist ETA and states in assessing state performance related to the employment outcomes of RESEA participants.

Core Measures are those measures that are considered to be critical indicators of the overall performance of the program, and have acceptable levels of performance (ALP) associated with the measure. Program Performance Measures do not have an associated ALP. However, these measures alert state and Federal managers of performance issues that could result in lower performance on Core Measures, and are useful for performance analysis and inform technical assistance needs. States can use the data collected as a point of comparison to the RESEA program, as well as a tool to assist with the assessment of reemployment performance for the UI program.

- Reemployment Rate for all UI Eligible Individuals in the 2nd Quarter after Program Exit (as a Core Measure replacing the existing Facilitate the Reemployment of UI Claimants Core Measure);
- Reemployment Rate in the 2nd Quarter after Program Exit for RESEA Program Participants (a Program Performance Measure); and
- Median Wage in the 2nd Quarter after Program Exit for RESEA Program Participants (a Program Performance Measure).

UI Performance Measures	Relevant PIRL Elements
1. Reemployment Rate <i>Second Quarter After Exit</i>	900, 901, 923, 1601
2. Median Earnings <i>Second Quarter After Exit</i>	900, 901, 923, 1704
3. Median Wage <i>Second Quarter After Exit</i>	900, 901, 923, 1602, 1704



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Additional Resources

- ◆ Training and Employment Guidance Letter (TEGL) 14-18, *Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor*, March 25, 2019, (https://wdr.doleta.gov/directives/corr_doc.cfm?docn=7611).
- ◆ Unemployment Insurance Program Letter (UIPL) 7-21, *Performance Measures for Reemployment Services and Eligibility Assessments (RESEA) and Unemployment Insurance (UI) participants*, December 17, 2020, (https://wdr.doleta.gov/directives/attach/UIPL/UIPL_7-21.pdf).
- ◆ WIPS Resources – (<https://doleta.gov/performance/wips/>)
- ◆ DOL-only Performance Accountability, Information, and Reporting System; WIOA Participant Individual Record Layout OMB Control No. 1205-0521; June 2018, (https://www.doleta.gov/performance/pfdocs/ETA_9172_DOL_PIRL_1.18.18.pdf).
- ◆ RESEA resources and operating guidance – (<https://rc.workforcegps.org/resources/2016/10/03/06/29/RESEA>)

WIOA Implementation Technical Assistance

The Innovation and Opportunity Network (ION) is a community of practitioners, program staff, partners, planners, industry leaders, and stakeholders that strive for system improvement, capacity building, and excellence in the public workforce system. ION is a national, regional, state, and local alliance that makes available the technical assistance, information sharing, and training needed to implement the vision of WIOA. Visit ION at: <https://ion.workforcegps.org>

