

Measurable Skill Gains (MSG)

- Overview:
 - The purpose of the MSG indicator is to measure and track the **progress** and **achievements** of participants enrolled in training or education activities.
 - While other performance indicators are measured post-exit, the MSG measures participant progress and emphasizes continuous **in-program** advancement to reflect **real-time** development.

Measurable Skill Gains

Who is in the measure?

1.) **All In-School Youth** are included in the measure.

2.) **Out-of-School Youth (OSY)** who, during a Program Year (PY), enroll in a training program or secondary education or post-secondary education leading to a diploma, GED or certificate.

3.) **Adults and Dislocated Workers** who, during a Program Year, are enrolled in education or training at the time of participation or at any time during participation.

Measurable Skill Gains

- When a Participant is enrolled in an Education/Training program any time during participation. These 22 activity codes are:

300 Occupational Skills Training - Approved Provider List (ITA)

301 On-The-Job Training

302 Entrepreneurial Training

303 Distance Learning

304 Customized Training

314 Enrolled In Apprenticeship Training

324 Adult Educ w/ Occ. Skills Training -Approved Provider List (ITA)

325 Employed Worker Skills Upgrading/Retraining

328 Occupational Skills Training - Non Approv Provider (No ITA)

329 Pre-Apprenticeship Training (Classroom Training)

330 Registered Apprenticeship-Classroom Training

340 Registered Apprenticeship-OJT

415 Enrolled in Alternative Secondary Education

416 Occupational Skills Training - Approved Provider List

418 Adult Education (GED)

420 Registered Apprenticeship-Classroom Training

421 Registered Apprenticeship-OJT

423 Pre-Apprenticeship Training (Classroom Training)

424 Entrepreneurial Skills Training

429 Enrolled in Secondary School (H.S.)

430 Youth Occupational Skills Training - Non-Approved Providers

432 Enrolled in Apprenticeship Training

Measurable Skill Gains

Time Frames for Inclusion in the MSG indicator:

- Skill Gains are based on the Program Year (July 1- June 30) and **NOT on the Exit Date**. This means that Skill Gains are a live, in-program measure.
- For instance, a skill gain with a date from July 1, 2025, through June 30, 2026, would count in PY25.
- Since the MSG measure is NOT exit based, participants are included in the measure each year they participate in WIOA **and** are enrolled in training or education and progress satisfactorily in one or more areas of their training/education program.
- If the training/education services dates span multiple program years, then the participant is in the measure each year.

Measurable Skill Gains

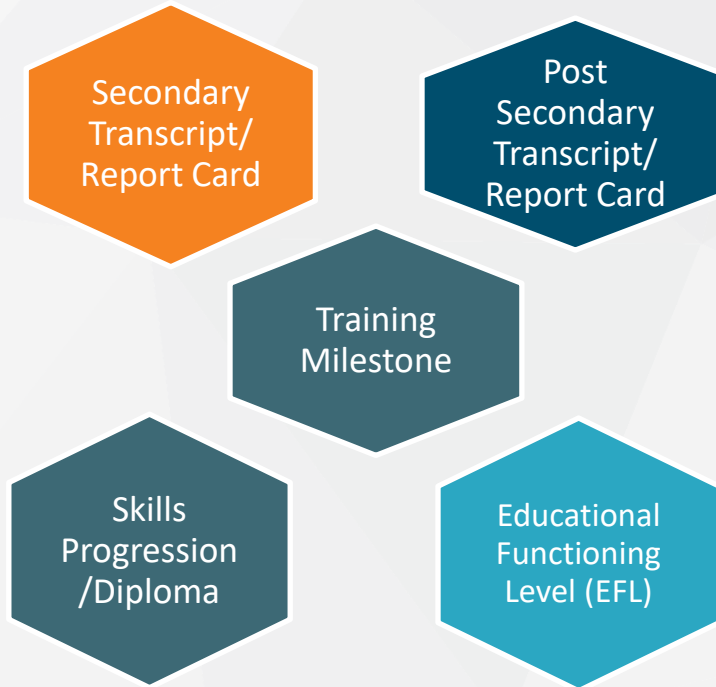
- Example – if Alan started Occupational Classroom Training in June of 2026 (PY25) and completed training in December 2026 (PY26), he would be included in the measure in both PY25 and PY26.
- Alternately, if Damon participates in training from January – June 2026 (PY25) but continues to receive job placement services through September 2026 (PY26), he is only included in the measure in PY25.
- ***It is very important that staff make sure to accurately close completed training/education services in a timely manner to ensure that customers are removed from the measure upon training completion.***

Measurable Skill Gains

Time Frames for Inclusion in the MSG indicator:

- Participants who are enrolled in training/education are included in the measure regardless of how long they have participated in the program year. For example, if a participant is enrolled in June, they have until June 30th to achieve a gain.
- In accordance with DOL guidance, “Programs should not delay enrollment or services to participants until a new program year if programs believe there is insufficient time for the participant to make any type of MSG by the end of that program year”.
- To count positively towards performance, participants need to achieve at least one skill gain each year they participate in WIOA and are enrolled in education or training.

5 Types of Measurable Skill Gains



Measurable Skill Gains

1. Secondary Transcript/Report Card:

- A transcript or a report card of a customer in HS, HSED, or a GED program for each semester that they achieve a D- or above for all classes taken and are in good academic standing. The report card must not indicate the participant dropped out of school, was removed from the institution, or any other conditions that indicate removal on academic or conduct grounds.

Acceptable documentation:

- Copy of an official or unofficial semester transcript or report card showing passing grades of D- or above in all classes and are in good academic standing. The semester must be within the program year.
- **Numerator:**
“Secondary Transcript/Report Card” Skill Type from Measurable Skills Gain Screen

OR

- **Numerator:**
Attainment of secondary school diploma or equivalent based on credential values ‘High School Diploma’ or ‘Secondary/High School Equivalency’.

Measurable Skill Gains (Adult/DW/Youth) Where is this captured in the Portal?

Measurable Skills Gain

[Create Measurable Skills Gain](#)

There are no records to display.

Click on “Create Measurable Skills Gain.”



Skill Attainment Information

Fill in the following information for the skill achievement.

Program:

Workforce Innovation and Opportunity Act (WIOA) Program

* **Skill Type:**

Secondary Transcript/Report Card

* **Date Skill Attained:**

 Today

* **Type of Achievement:**

Report card/transcript for one semester and meets academic standard

[[Verify](#) | [Upload](#) | [Link](#)]

Measurable Skill Gains

2. Post-Secondary Transcript/Report Card:

- A transcript or a report card demonstrating the following based upon enrollment status:
Full-Time Student-completion of a minimum of 12 hours for one semester
Part-Time Student- completion of a minimum of 12 credit hours over the course of 2 consecutive semesters during a program year.

Acceptable documentation:

- Transcript/report card showing the credit levels were achieved and the customer was in good academic standing for each semester. The report card must not indicate the participant dropped out of school, was removed from the institution, or any other conditions that indicate removal on academic/conduct grounds.
- **Numerator:**
“Post-Secondary Transcript/Report Card” Skill Type from Measurable Skills Gain screen.

Measurable Skill Gains (Adult/DW/Youth) Where is this captured in the Portal?

Measurable Skills Gain

[Create Measurable Skills Gain](#)

There are no records to display.

Click on “Create Measurable Skills Gain.”

Fill in the following information for the skill achievement.

Program:

Workforce Innovation and Opportunity Act (WIOA) Program

* Skill Type:

Post-Secondary Transcript/Report Card ▼

* Date Skill Attained:

Today

* Type of Achievement:

None Selected ▼

*

[[Verify](#) | [Upload](#) | [Link](#)]

None Selected

Completed minimum of 12 credit hours in semester and meets academic standards

Part-time student and completed at least 12 credit hours over the course of two completed consecutive semesters and meets academic standards

Measurable Skill Gains

3. Training Milestone:

- Satisfactory or better progress toward established milestones, such as completion of OJT (Adult/DW only) or completion of one year of an apprenticeship program or similar milestones from an employer or training provider who is providing training.

Acceptable documentation:

- Satisfactory or better progress report from an employer or training provider that is providing training (e.g., training reports showing completed milestones, increases in pay resulting from new skills, or increased performance.)

Numerator:

“Training Milestone” Skill Type from Measurable Skills Gain Screen **OR**
Successful completion of OJT or Registered Apprenticeship (Activity codes:
301,314, 330, 340, 420,421,432)

Measurable Skill Gains (Adult/DW/Youth) Where is this captured in the Portal?

☐ Measurable Skills Gain

[Create Measurable Skills Gain](#)

There are no records to display.

Click on “Create Measurable Skills Gain.”

Fill in the following information for the skill achievement.

Program:
Workforce Innovation and Opportunity Act (WIOA) Program

* **Skill Type:** Training Milestone ▼

* **Date Skill Attained:**  Today

* **Type of Achievement:** None Selected ▼

*
None Selected
Achieved satisfactory or better progress report towards an established OJT training milestone - not previously recorded
Completed 1 year of Registered Apprenticeship program and achieved satisfactory or better progress report
Other training milestone

Measurable Skill Gains

4. Skills Progression:

- Participant successfully passes an exam that is required for an occupation or makes progress in attaining technical or occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams and/or a diploma. (e.g., employer knowledge-based exam, occupational competency assessment, test necessary to obtain a credential.) Skills Progression/Diploma is selected for achievement of a high school diploma or GED, an industry-recognized credential or certificate, or an Associate's or Bachelor's Degree.

Acceptable documentation:

- Copy of exam results indicating a passing score or trade-related exam results indication passing score or copy of diploma, certification, credential or certificate of completion.
- Numerator:**
 - "Skills Progression" Skill Type from Measurable Skills Gain screen.
 - "Occupational Skills License" or "Occupational Skills Certificate or Credential" or "Occupational Certification"

Measurable Skill Gains (Adult/DW/Youth) Where is this captured in the Portal?

Measurable Skills Gain

[Create Measurable Skills Gain](#)

There are no records to display.

Click on “Create Measurable Skills Gain.”



Fill in the following information for the skill achievement.

Program:

Workforce Innovation and Opportunity Act (WIOA) Program

* **Skill Type:**

Skills Progression ▼

* **Date Skill Attained:**

 Today

* **Type of Achievement:**

None Selected ▼

None Selected

Successfully completed a required exam for a particular occupation

Satisfactory progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams

Other skills progression achievement

Measurable Skill Gains

5. Educational Functioning Level:

There are two ways an individual can achieve an EFL gain for MSG...

1.) Test Scores: A Participant who is below post-secondary grade level at program entry and achieves a gain of at least one EFL on an acceptable Adult Basic Education (ABE, ex. TABE, CASAS, etc.) or English as a Second Language (ESL, ex CASAS, BEST) post.

2.) EFL Gain by Entry into Post-Secondary Education: For any exiter who was enrolled in training/education, whose school status at exit is, “Not attending school; H.S. Graduate”, who enters Post-Secondary education or training after exit (and in the same program year), participant will receive a skill gain for “EFL for Post-Secondary Education.”

NOTE: This requires “School Status at Exit” for Adults and Dislocated Workers. Previously it was only required for youth.

Measurable Skills Gain (Adult/DW/Youth) Where is this captured in the Portal

Educational Functioning Level:

Measurable Skills Gain	0
Educational Functioning Level for Measurable Skills Gain	0
Create Educational Functioning Level Record	
There are no records to display.	
Credentials	0
Youth Skills	0



*Type of Assessment: TABE 7-8, 9-10

Assessment Form/Version info:

*Functional Area: Reading

Other Functional Area:

Pre-Test

*Date of Pre-Test: 11/14/2019 Today

*Pre-Test Score: 450

*Educational Functioning Level: Low Beginning ESL Literacy

Score reflects Basic Skills deficient: Yes

Measurable Skill Gains

Recording EFL for Entry into Post-Secondary Education:

- When creating a quarterly follow-up record, set the “Placement in Quarter” field to “Post-secondary Education”, indicate the date of placement in post-secondary, and indicate the documentation used to verify post-secondary enrollment.
- NOTE: The post-secondary placement must occur during the same program year as the qualifying training/education service to count as a MSG.

Follow-up Education Information

Previous Follow-up Education
Placement and Date Information:

Not Applicable

* Education in Quarter 4/1/2019 -
6/30/2019:

Post-secondary Education

Date of Education Placement:

11/12/2019

 Today

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Measurable Skill Gains

Are you unsure if you entered a MSG in the portal for each participant during the current program year?



Measurable Skill Gains

How to run the report in the portal to verify that each participant has a MSG for the current program year.

Use the following pathway in the portal:

*****Detailed Reports/Case Management/Case Status/Caseload/Measurable Skill Gains Required**

Select the following for the report:

Program: Should default to WIOA

Customer group: None selected

Region/LWDB: Region 07

Assigned Case Manager: Select your name from the dropdown

Program Year: 2025

Click “Run Report”