

State of NC Policy & Guidance

Measurable Skill Gains (MSGs)

Measurable Skill Gains (MSGs) are performance indicators intended to show a participants' progress toward achieving employment in a livable-wage job, perhaps on a career pathway, or earning a credential, such as an HSE diploma or industry-recognized training certificate. There are five types of MSGs.

1. Educational Functioning Level (EFL) Gain
2. Secondary Diploma/Equivalent
3. Secondary or Postsecondary Transcript (Most Relevant to IET)
4. Progress toward Milestone (Most Relevant to Workplace Literacy)
5. Passing Technical/Occupational Knowledge-Based Exam (Most Relevant to IET)

It is important to note that a student may earn any of these MSGs, even multiple times, during a program year. However, only the most recent MSG earned in a program year for a Period of Participation (POP) will be counted on Table 4. Providers are encouraged to track all student progress for program analysis of strengths and areas to target for improvement.

MSG 1: Educational Functioning Level (EFL) Gain

- 1a - Advancing to one or more higher levels by pre-and post-test EFL gain.
 - **Provider Documentation:** Original NRS assessment in student master file.
- 1b - Adult High School credit for applicable AHS participants.
 - **Provider Documentation:** Permanent AHS master file (see NCCCS AHS Implementation Guide for file requirements).
- **NEW!** 1c - Participants who are enrolled in a program below the postsecondary level and who enroll in state-recognized postsecondary education or training during the program year. That is, an EFL gain may be counted for participants who enroll in a postsecondary education or training program and who do not exit adult education. Please note that the enrollment in a state-recognized postsecondary education or training program must occur after enrollment in adult education.
 - **Provider Documentation:** None. Students are data matched against National Student Clearinghouse and NCCCS Registration reports each period.

Important Notes about the PSE MSG

1. Student must enroll in an approved curriculum or continuing education (CE) course. The criteria to determine CE course eligibility are as follows: (1) the course must have 96+ hours, and (2) the course must EITHER (a) have a tier funding code of 1A, 1B, or 2, OR (b) have a tier funding code of 3 and have a credential associated with it in the CE Registration report. A list of approved CE courses is available on the [CCR Program Performance & Accountability page](#).
2. The PSE MSG is data matched by the state's System Effectiveness team. Data drawn from the National Student Clearinghouse and the CE Registration reports are used for data matching. CE Registration reports are sent to the state by each college after each load period ends (summer, fall, spring). The state uses the enrollment data from the CE Registration reports to data match CCR students for the PSE MSG. The summer load period is from 5/16-8/14, so the state does not

receive the summer CE Registration report until mid-September. This means that CCR students who enroll in CE between 5/16-8/14 cannot be captured due to the delay in receiving the summer CE Registration report.

3. A student's first enrollment in a state-recognized postsecondary education program must occur after enrollment in adult education. Specifically, for enrollment in an approved continuing education (CE) course, the start date of the CE course must be after the student's initial enrollment in adult education. Enrollments in degree-seeking programs count for the PSE MSG if they occur at least one term after the term corresponding to the student's initial enrollment in adult education. For example, if a student enrolls in adult education on September 1, that will correspond to the fall term. To obtain the PSE MSG, the student's enrollment in a degree-seeking program must be no earlier than the following spring term.
 4. Providers **should not** enter a PSE outcome in ADVANSYS unless that outcome has been data matched and appears in Power BI.
 5. PSE MSG counts are available in Power BI on the Overview tab. (*Providers can right click on the PSE MSG cell and select "drill through" to export a list of students receiving the PSE MSG.*)
- **NEW!** 1d - Participants who pass a subtest on a state-recognized high school equivalency examination within the program year.
 - **Provider Documentation:** None. Students are data matched monthly with Diploma Sender reports.

MSG 2: Secondary Diploma/Equivalent

- AHS Diploma
 - **Provider Documentation:** Permanent AHS master file (see NCCCS AHS Implementation Guide file requirement).
- High School Equivalency (HSE) Diploma (includes MPHSE, GED, HiSET)
 - **Provider Documentation:** None. Students are data matched monthly with Diploma Sender reports.

MSG 3: Transcript or Progress Report of Secondary or Postsecondary Credits

- Applicable to students enrolled in IET programs only.
- Students take for-credit courses, such as the training component of the IET, while enrolled in the adult education program.
 - Full-time students must complete at least 12 credit hours per semester during the program year.
 - Part-time students must complete at least 12 credit hours over the course of 2 consecutive semesters during the program year.
- **Provider Documentation:** A transcript showing satisfactory achievement in each class will be uploaded to the student's ADVANSYS record for NCCCS approval for the MSG to be earned.

MSG 4 - Workplace Milestones

- Applicable to students enrolled in IET or workplace literacy only. Requires working with employer or training partner.
 - Most relevant for students in workplace literacy programs.

- Determine with employer/trainer what goals will be **prior to** starting the project.
 - Examples include:
 - On-the-job training
 - Completion of 1 year of an apprenticeship program
 - Other milestones as determined by employer or training provider.
 - Pay increases due to acquired skills
 - Employer/trainer provides written communication of satisfactory or better progress toward goal.
- **Provider Documentation:** The progress report from an employer or training provider will be uploaded to the student's ADVANSYS record for NCCCS approval for the MSG to be earned. Progress report must show completed milestones, increases in pay resulting from new skills, or increased performance.

MSG 5 - Passing Exam OR Demonstrating Progress

- Applicable to students enrolled in **workplace literacy or IET programs only**. Exams and progress milestones must be established and approved prior to starting the IET.
 - Well-suited to IETs that lead to recognized postsecondary credentials and include stackable, occupational credentials that are required for jobs.
 - **Workplace literacy is defined as** "adult education and literacy activities offered by an eligible provider in collaboration with an employer or employee organization at a workplace or an off-site location that is designed to improve the productivity of the workforce."
- MSG may be earned in two different ways.
 - 1. Passing knowledge-based exam or certification of completion
 - Passage of an exam may include passing a component exam in a registered apprenticeship program or an employer-required knowledge-based exam, satisfactory attainment of an element on an industry or occupational competency-based assessment, or other competition test necessary to obtain a credential.
 - *Please note:* Passing a test in an academic course by participants enrolled in a traditional postsecondary education program is **not** considered a gain for this MSG type. For example, work readiness certificates that are not occupation specific are **not** allowable (Career Readiness Certificate, WorkKeys, etc.)
 - 2. Demonstrating progress in gaining technical skills
 - Based on trade-related benchmarks
- **Provider Documentation:** Appropriate documentation will be uploaded to the student's ADVANSYS record for NCCCS approval for the MSG to be earned. *Example documentation:* Copy of results of exam, test or assessment or copy of diploma or certificate.