

## **PLACEMENT CREDIT SHARING INCENTIVE POLICY**

**Adopted by the Workforce Investment Board Executive Committee  
on March 26, 2003**

### **BACKGROUND**

It has been recognized that improved service to the job seeker and the business community would result if cooperation between WorkSource Centers across the system could be rewarded by giving credit for effort expended on the diligent entering of job seekers (enrolled or Universal) and job orders into an automated matching system such as Skills Match. Significant effort can be required to correctly analyze and enter job skills required along with job seeker skills possessed or needed.

With the recent electronic infrastructure enhancement including improved software tracking and reward mechanisms, it is now possible to provide credit for entry of job orders and job seekers that result in a job seeker being hired.

### **POLICY RECOMMENDATION**

A placement credit system is being developed that is intended to be flexible and may change as conditions require. These placement credits will be incorporated into the L.A. Performs performance management system. The credits will be stored as "points earned" in the Skills Match database with appropriate reports. This will require enhancements to the Skills Match program.

All Skills Match related job orders and placement credits can be shared between WorkSource Centers (WSC) as follows:

A. Single WSC entering job order & placing client in same job order.

If a job order from an employer is input into Skills Match by a WorkSource Center and results in a placement of its client (enrolled or Universal), that WorkSource Center will receive a full (1) placement credit.

B. One WSC entering a job order and another WSC entering client

If a second WorkSource Center's client gets hired as a result of a posted job order, the WorkSource Center that entered the job order will receive a full (1) placement credit while the WorkSource Center whose client was hired will also receive a full (1) placement credit.

C. Job Order Entered by Employer

If an employer enters their own job order, the WorkSource Center that originally entered that employer shall receive ½ placement credit for any resulting placement from that job order.

## Adopted Policies

### D. Job Seeker Self-Entry

If a job seeker who is not claimed by any WSC enters him or herself into Skills Match and then fills a job order that has been entered by a WSC, a (1/2) placement credit is given to that WSC.

If a job seeker who is not claimed by any WSC enters him or herself into Skills Match and then fills a job order has been entered by an employer, a (1/2) placement credit is given to the WSC that originally registered the employer into Skills Match.

The points given for job order entry or job seeker (enrolled or Universal) entry may be changed to emphasize entering job orders or job seekers as the system may require.

#### Examples:

1. Because Skills Match is a new system, it follows that job seekers should be entered by large numbers in order to populate the database with enough variety of qualified candidates to allow a business to enter a job order with a reasonable confidence that a skills match will result in one or more candidates being listed. In this case more points could be awarded for entering job seekers into Skills Match for a given length of time such as six months or until a desired quantity of job seekers is entered.
2. If a large variety of job seekers has been entered into the Skills Match system with low confidence of a job match occurring, then job order entry could be emphasize by giving more points for entering job orders that result in hiring of job seekers in Skills Match while giving less points for job seeker entry that resulted in a hiring.
3. If it is decided that a certain industry class of job orders should be emphasized to be entered, perhaps more points for that specific class of jobs could be awarded until a desired quantity is entered.
4. If it is decided to emphasizes random entering of job orders and job seekers and that effort results in no hiring, perhaps the points credited should reflect one (1) point just for the effort of entering job orders and one (1) point for job seekers. If hiring results, an additional (1) point for the job order that resulted in a hiring will be awarded along with an additional (1) point for the successfully hired job seeker will be awarded.

Per the WIB Accountability Committee's recommendation of March 17, 2003, staff will continue to research the ability to capture "points earned" for other Job Match software programs such as CalJOBS in an effort to address a systemic approach to job lead sharing with a variety of workforce development agencies.