
CalJOBSSM Activity Codes

GENERAL INSTRUCTIONS

The attached Directive is being issued in draft to give the Workforce Development Community the opportunity to review and comment prior to final issuance.

Submit any comments by email no later than **May11, 2024**.

All comments received within the comment period will be considered before issuing the final Directive. Commenters will not be responded to individually. Rather, a summary of comments will be released with the final Directive.

Comments received after the specified due date will not be considered.

Email

WSBManagePerformance@edd.ca.gov

Include “Draft Directive Comments” in the email subject line.

If you have any questions, contact Program Reporting and Analysis Unit at WSBManagePerformance@edd.ca.gov.

CalJOBSSM Activity Codes

Executive Summary

This policy provides the guidance and establishes the procedures regarding the use of CalJOBS activity codes. This policy applies to all staff who input data into CalJOBS for the following programs: Workforce Innovation and Opportunity Act (WIOA) Title I Adult, Dislocated Worker, and Youth, Title III Wagner-Peyser, Jobs for Veterans State Grant (JVSG), Trade Adjustment Assistance (TAA), National Dislocated Worker Grant (NDWG), National Farmworker Jobs Program (NFJP), and any other workforce grant utilizing CalJOBS, and is effective immediately.

This policy contains some state-imposed requirements. All state-imposed requirements are indicated by ***bold, italic*** type.

This policy supersedes Workforce Services Directive *CalJOBS Activity Codes* (WSD19-06), dated December 27, 2019, *Addition of the CalJOBS Title III – Wagner-Peyser Registered Individual Application* (WSD17-10), dated May 11, 2018, and Internal Administrative Notice *CalJOBS YEOP Service Codes* (IAN17-009). This Directive remains active until further notice.

References

-
- WIOA (Public Law 113-128) Sections 129 (b)(2) and 134 (a)(3)(C)(2)
 - Training and Employment Guidance Letter (TEGL) [10-16, Change 2](#), *Performance Accountability Guidance for Workforce Innovation and Opportunity Act (WIOA) Title I, Title II, Title III, and Title IV Core Programs* (September 15, 2022)
 - TEGL [21-16, Change 1](#), *Third Workforce Innovation and Opportunity Act (WIOA) Title I Youth Formula Program Guidance* (July 30, 2021)
 - TEGL [14-18](#), *Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor (DOL)* (March 25, 2019)
 - TEGL [19-16](#), *Guidance on Services provided through the Adult and Dislocated Worker Program under the Workforce Innovation and Opportunity Act (WIOA) and The Wagner-Peyser Act Employment Service (ES), as amended by Title III of WIOA, and for Implementation of the WIOA Final Rules* (March 01, 2017)
 - Training and Employment Notice (TEN) [19-22](#), *Reporting Training in the U.S. Department of Labor's (DOL) Participant Individual Record Layout (PIRL)* (February 27, 2023)

- DOL-only Performance Accountability, Information, and Reporting System – Office of Management and Budget Control No. 1205-0521, [Participant Individual Record Layout \(PIRL\) \(PDF\)](#)
- [Workforce Services Directive WSD23-03, Performance Guidance](#) (November 8, 2023)
- WSD21-03, *ETPL Policy and Procedures* (November 10, 2021)
- WSD19-05, *Monthly and Quarterly Financial Reporting Requirements* (December 4, 2019)
- WSD18-02, *Data Change Request Form Procedure* (July 31, 2018)
- WSD17-07, *WIOA Youth Program Requirements* (January 16, 2018)
- Internal Administrative Notice IAN 19-014, *RESEA Technical Assistance Guide* (January 27, 2020)

Background

The WIOA provides a workforce system that delivers career and training services throughout California at America’s Job Centers of CaliforniaSM (AJCC). Given the critical importance of the workforce system, its performance at the local, state, and federal levels is crucial. Consistent, accurate performance reporting allows the workforce system to assess its effectiveness, make data-informed improvements, be accountable to taxpayers, and, ultimately, support vibrant communities, businesses, and families throughout the nation. The public workforce development system evaluates performance in the following areas:

- Individual program participants’ employment and earnings.
- Individual program participants’ skill gains and credentials attained.
- Effectiveness in serving employers.

While certain services, such as information on other programs or services, may not trigger inclusion in performance, it is critical the services are captured and reported to the DOL. It’s important to note that the Wagner-Peyser program provides vital self-service and informational services that result in the program having a high percentage of reportable individuals. Even though these individuals are not included in the performance accountability calculations, the DOL strongly supports these services.

The use of activity codes has a direct relationship to federal reporting and WIOA performance indicators and should be evaluated closely to ensure the service provided aligns with the definition of the activity code selected for entry into CalJOBS. For more information on the performance measures, refer to *Performance Guidance* ([WSD23-03](#)).

While federal requirements may not apply to state-funded initiatives, the definitions for the CalJOBS activity codes provided in this policy must be used.

Policy and Procedures

To provide consistent and accurate reports, workforce staff are required to capture information on all individuals and employers served, and the services provided to them; this includes individuals served only with self-service activities. All WIOA Title I and Title III core programs, and TAA, JVSG, NDWG, select NFJP programs, and any other workforce grant utilizing CalJOBS are required to enter data via the CalJOBS system within a 30-day period from when the activity occurred. These services are tracked using CalJOBS activity codes and can be applied to an individual or employer account. This policy provides a description of the various service types, how to document a service funded by multiple funding streams, descriptions and guidance for common activity code fields, and the resources available when entering activity codes into CalJOBS.

Service Types for Individuals

The services offered to individuals and employers through the workforce system are grouped into distinct service types or reporting categories. The following outlines the service categories (reporting categories) for individuals.

Basic Career Services

Basic career services are universally accessible and must be made available to all individuals (excluding Youth participants) seeking employment and training services. Generally, these services involve less staff time and involvement and can be broken down into two categories: self-service and staff-assisted.

- **Self-Service** – Self-service basic career services, including information-only services or activities, occurs when individuals independently access the workforce development system information and activities with very little to no staff assistance. This can be done in either a physical location, such as an AJCC resource room or partner agency, or remotely via the use of electronic technologies. Self-service activities do not extend the date of exit in performance reporting.

Self-service does not uniformly apply to all virtually accessed services. For example, virtually accessed services that provide a level of support beyond independent job or information seeking on the part of an individual would not qualify as a self-service.

Self-Service activity codes provided by Wagner-Peyser or JVSG staff must be recorded in CalJOBS under the Registered Individual customer group in the Title III – Wagner-Peyser application. ***It is up to each Local Area to determine if self-service activities will be recorded in CalJOBS using the Registered Individual customer group in the Title III – Wagner-Peyser application or the Title I – Workforce Development application.***

Individuals with only the Registered Individual eligibility are not in performance, but all individuals and their services are reported to the DOL in the WIOA quarterly and annual federal reports.

- **Staff-Assisted** – Staff-Assisted basic career services are basic career services other than self-service. Staff-Assisted services extend the date of exit in performance reporting.

Individualized Career Services

Individualized career services must be provided to participants (excluding Youth participants) after staff determine that such services are required to retain or obtain employment. Generally, these services involve significant staff time and customization to each individual's needs. Individualized career services include services such as: specialized assessments, developing an individual employment plan, counseling, work experiences (including transitional jobs), etc.

Individualized career services extend the date of exit in performance reporting.

Youth Services

Instead of basic and individualized career services, the Title I Youth program has 14 youth program elements with various corresponding services. This policy refers to these services as youth services or youth training services. Please see the Training Services and Youth Training Services section below for additional information on youth training services and see *WIOA Youth Program Requirements* (WSD17-07) for more information on the 14 youth program elements.

Youth services are only available for eligible youth between ages 14-24. Both the CalJOBS Objective Assessment (412) and Development of Individual Employment Plan (413) activity codes must be provided to a Youth prior to receiving further youth services. The Objective Assessment (412) and Development of Individual Employment Plan (413) activity codes do not create participation in the program and thus do not trigger the exit clock. For additional information on the definition of a participant for the Youth program, please see *Performance Guidance* (WSD23-03).

There are several unique differences with youth services that should be noted:

- After eligibility determination and the completion of an Objective Assessment (412) and Individual Employment Plan (413), all youth services (except follow-up services) trigger participation and extend the exit clock.
- Case management is the act of connecting youth to appropriate services and not a program element. Case managers providing case management should not be reported as one of the 14 youth program elements.
- On-the-job training is considered a work experience (not training).
- Entrepreneurial training is not considered a training service.

Training Services and Youth Training Services

Training services can be critical to the employment success of many participants. Training services include the following:

- On-the-Job Training (does not include Youth)
- Skill Upgrading
- Entrepreneurial Training (does not include Youth)
- ABE or ESL (contextualized or other) in conjunction with training
- ABE or ESL (contextualized or other) not in conjunction with training (TAA only)
- Customized Training
- Occupational Skills Training and Youth Occupational Skills Training
- Prerequisite Training
- Registered Apprenticeship
- Other Non-occupational Skills Training
- Job Readiness Training in conjunction with other training

Since WIOA has no sequence of service requirement, staff may determine training services are appropriate regardless of whether the individual has received basic or individualized career services first. However, it is a best practice that an Individual Employment Plan (IEP) is created prior to placing an individual into a training program. Under WIOA, training services may be provided if the staff determines after conducting an interview, an evaluation, or assessment, and career planning, that the individual meets the following criteria:

- Is unlikely or unable to obtain or retain employment that leads to economic self-sufficiency or wages comparable to or higher than wages from previous employment through career services alone.
- Has the skills and qualifications to successfully participate in the selected program of training services.
- Is unable to obtain grant assistance from other sources to pay the costs of such training, including such sources as state-funded training funds or federal Pell Grants established under Title IV of the *Higher Education Act of 1965*, or requires WIOA assistance in addition to other sources of grant assistance, including federal Pell Grants.
- Is a member of a worker group covered under a petition filed for TAA and is awaiting a determination. If the petition is certified, the worker may then transition to TAA approved training. TAA requires that the participant receives an IEP (Activity Code 205) prior to enrolling them in TAA training service activity codes. If the petition is denied, the worker will continue training under WIOA.
- Is determined eligible in accordance with the state and local priority system in effect for adults under WIOA sec. 134(c)(3)(E) if training services are provided through the Adult funding stream.
- Selected a program of training services that is directly linked to the employment opportunities in the Local Workforce Development Area (Local Area) or the Regional

Planning Unit, or in another area to which the individual is willing to commute or relocate.

Training services must be funded either through an Individual Training Account (ITA) or through a direct training contract. Per *Monthly and Quarterly Financial Reporting Requirements (WSD19-05)*, Title I recipients and subrecipients are required to follow the accrual basis of accounting. Therefore, all training payment obligations must be made prior to the start of a training service. Except in certain instances, training services must be provided by an Eligible Training Provider. Please note that out-of-school youth, ages 16 to 24, can utilize an ITA; however, in-school youth cannot use an ITA unless the ITA is funded by another funding stream. For more guidance on the Eligible Training Provider List, refer to *ETPL Policy and Procedures (WSD21-03)*.

For Adult and/or Dislocated Worker participants, a training service activity code should only be added to the participant's application if the following criteria are met:

- Funds from one of the programs included in common exit are used to pay the cost of the training (in whole or in part), and one of the following:
 - The funds are paid via an ITA directly to the training provider.
 - The funds are paid via a training contract for Incumbent Worker Training, Customized Training, On-the-Job Training, or other authorized exceptions for the use of an ITA.

If the training service is funded by a program that is not included in common exit (e.g., Community College, Department of Rehabilitation, etc.) and an ITA or a direct contract with the training provider is not utilized to cover any portion of the total cost of training, a training service activity code should not be entered into CalJOBS. In this scenario, the use of activity code 313 Placed in State and Local Training (non-TAA, non-WIOA) should be entered into CalJOBS. This code is a basic career service (staff-assisted) and has a duration of one day. ***If staff would like to track the start and end date of the training, activity code 315 Tracking for Non-WIOA Training can also be used.*** Note that these two activity codes do not place the participant in the Credential Attainment or Measurable Skill Gains (MSG) performance measures. For more information on programs included in common exit, please refer to *Performance Guidance (WSD23-03)*.

For Youth participants who enter an education or training program during participation in the program, all training services (regardless of funding source) must be tracked using a training service activity code.

CalJOBS training activity codes do not have a set duration to allow for them to be open for the entirety of the training program. Multiple training service activity codes should not be entered due to gaps of time between instruction in the same training program (i.e., semester courses). New training service activity codes should only be added to the participant's application in the following, limited circumstances:

- A new program of study is started.
- Development of a new occupational goal accompanied with meaningful modifications to the participant's training plan.
- Start of a new program of study after an initial training has been completed.
- Concurrent programs of study with different training types.

Training services extend the date of exit in performance reporting. Detailed case notes must be maintained to document the participant's progress in the training program. To ensure training activity codes have an accurate Actual End Date, staff should check with the training provider each month to ensure participants are still in the training program. If not able to check monthly, staff must check at least quarterly.

Supportive Services

Supportive services are designed to provide a participant with the resources necessary to enable their participation in career and/or training services. Supportive services may be made available to any participant in Title I career or training activities that is unable to obtain supportive services through other programs providing such services.

Title I Adult, Dislocated Worker, and Youth participants must be participating in staff-assisted basic career services, individualized career services, training services, and/or youth services to continue to receive supportive services. Supportive services should be funded by the same program as the coordinating career, training service, or youth service (i.e., the supportive service funds should come from a program that the individual is already a participant in).

Supportive services can be utilized to support a participant's participation in services not funded by the program if the service aligns with the participant's overall employment goals as outlined in their employment plan. For example, if a participant is attending Community College tuition-free as a result of the Promise Grant and the Local Area does not utilize an ITA to fund the other costs associated to training, but does provide assistance with purchasing books, this is considered a supportive service (not a training service). Additionally, since the TAA and Wagner-Peyser programs cannot provide supportive services, if a participant needs supportive services, they must be provided through Title I. Supportive services, other than youth services, do not extend the date of exit for performance accountability purposes.

Local Areas, in consultation with the AJCC partners and other community service providers, must develop a policy on supportive services that ensures there is resource and service coordination in the Local Area. At a minimum, the policy should address the following:

- Procedures for referral to such services, including how such services will be funded when they are not otherwise available from other sources.
- Establish limits on the provision of supportive services or provide the AJCC with the authority to establish such limits, including a maximum amount of funding and

maximum length of time for supportive services to be available to a participant. Policies may also allow AJCCs to grant exceptions to these limits.

- Ensures that supportive services are WIOA-funded only when these services are not available through other agencies and that the services are necessary for the individual to participate in Title I activities.

Supportive services must be entered in CalJOBS and tracked based on Local Area policy, if applicable. Supportive services must be in conjunction with another program-funded staff-assisted basic career service, individualized career service, training service, and/or youth service.

Follow-up Services

Follow-up services are critical services provided to help ensure the individual is successful in employment and/or postsecondary education and training. Follow-up services can only be provided if it is expected that the participant will not receive any further services other than follow-up from any program included in common exit. The types of follow-up services provided and the duration of services must be determined based on the needs of the individual and therefore, the type and intensity of follow-up services may differ for each participant. The following outlines the program-specific requirements for follow-up services:

- For Adult and Dislocated Worker participants, Local Areas must provide follow-up to participants who are placed in unsubsidized employment, for up to 12 months after the first day of employment. The purpose of follow-up services should be to help the participant to be successful in employment and/or postsecondary education and training.
- For Youth participants, the opportunity to receive follow-up services must be offered to all participants for one year after exit from the program unless the participant declines to receive services or they cannot be located. Follow-up services must include more than only a contact attempted or a contact made for securing documentation to report a performance outcome. The provision of follow-up services does not extend the date of exit and does not trigger re-enrollment in the program.

Local Areas must establish policies that define what are appropriate follow-up services, as well as policies for identifying when to provide follow-up services to participants. Supportive services may be provided during follow-up.

Housekeeping

These activity codes are used for tracking purposes. This category is not reportable to the DOL.

Co-funded Services

CalJOBS collects data for services funded by the following funding streams under the Title I WIOA application:

- Formula funds (e.g., Title I Adult, Dislocated Worker, and Youth)
- 15% governor’s reserve funds (i.e., Statewide Adult, Statewide Dislocated Worker, and Statewide Youth)
- Statewide Rapid Response Additional Assistance
- National Dislocated Worker Grant
- Non-WIOA Special Grant
- Local Funded Grant

Title I recipients and subrecipients may choose to leverage resources and fund a single service with more than one funding stream. For example, a Local Area may fund a participant’s occupational skills training program with funds from the Title I Youth and Adult programs. While more common with a training service, any service type can be co-funded.

The following outlines how to document the activity codes in CalJOBS to ensure the service is reported appropriately to the DOL (not duplicated or omitted from a funding stream):

- If the individual is already a participant (i.e., eligibility is completed and received a participant-level service) in each program’s funding stream that is co-funding the service:
 1. Add the appropriate activity code and associate it to any of the funding streams funding the service.
 - If co-funding with a non-WIOA grant, the activity code must be associated to a WIOA funding stream.
 2. Then, add activity code 010 Tracking Co-funded Services and associate it to the other funding stream funding the service.
 - If there are more than two funding streams co-funding the service, then multiple activity code 010s should be entered for each funding stream. A case note must be added to indicate which activity was co-funded by which funding streams.

The following is an example:

An individual has eligibility completed for the Adult program and received a 205 Development of Individualized Employment Plan (IEP) funded by Adult formula funds and a 203 Objective Assessment funded by Adult Statewide 15% funds.

The participant is then enrolled in Occupational Skills Training that is co-funded by both Adult formula and Adult Statewide 15% funds. Since the individual is already a participant in both funding streams, activity code 300 Occupational Skills Training (Approved ETPL Provider) must be added and can be associated to either Adult formula or Adult Statewide 15% funding streams.

In this instance, if the 300 Occupational Skills Training (Approved ETPL Provider) activity code is associated to Adult formula funds, then activity code 010 Tracking Co-funded Services is added and must be associated to Adult Statewide 15% funds.

- If the individual **does not** already have a participant-level service associated to each funding stream that is co-funding the service, do the following:
 1. Add the appropriate activity code and associate it to the funding stream where there is not a participant-level service.
 - If co-funding with a non-WIOA grant, the activity code must be associated to a WIOA funding stream.
 2. Then, add activity code 010 Tracking Co-funded Services and associate it to the other funding stream(s) funding the service.
 - If there are more than two funding streams co-funding the service, then multiple activity code 010s should be entered for each funding stream. A case note must be added to indicate which activity was co-funded by which funding streams.

The following is an example:

An individual has eligibility completed for the Dislocated Worker program and received a 205 Development of Individualized Employment Plan (IEP) funded by Dislocated Worker formula funds. The participant has also been determined eligible for a Statewide Rapid Response Additional Assistance grant but has not received any services funded through that grant.

The participant is then enrolled in on-the-job training that is co-funded by both Dislocated Worker formula and Statewide Rapid Response Additional Assistance grant funds. Since the individual is already a participant in the Dislocated Worker formula funding stream, activity code 301 On-the-Job Training must be added and associated to the Statewide Rapid Response Additional Assistance grant.

Then activity code 010 Tracking Co-funded Services is added and must be associated to Dislocated Worker formula funds.

- If the individual is being provided a co-funded Supportive Service, the individual must already be a participant (i.e., eligibility is completed and received a participant-level service) in each program's funding stream that is co-funding the Supportive Service:
 1. Add the appropriate activity code and associate it to any of the funding streams funding the service.
 - If co-funding with a non-WIOA grant, the activity code must be associated to a WIOA funding stream.

2. Then add activity code 010 Tracking Co-funded Services and associate it to the other funding stream funding the service.
 - If there are more than two funding streams co-funding the service, then multiple activity code 010s should be entered for each funding stream. A case note must be added to indicate which activity was co-funded by which funding streams.

The following is an example:

An individual who has eligibility for the Youth program, received 412 Objective Assessment, 413 Development of Individual Employment Plan (IEP), and 428 Youth On-the-Job Training funded by the Youth program. The individual also has eligibility completed for the Adult program and received a 102 Initial Assessment funded by Adult formula funds.

The participant is provided a supportive service for transportation assistance funded by both Adult and Youth formula funds. Since the individual already received a participant-level service funded by both the Adult and Youth formula funds, the Supportive Service activity code must be added and can be associated to either Adult or Youth formula funding streams.

In this instance, if the 181 Supportive Service: Transportation Assistance activity code is associated to Adult formula funds, then activity code 010 Tracking Co-funded Services is added and must be associated to Youth formula funds.

Entering CalJOBS Activity Code Information for Individuals

The CalJOBS system captures activity code information that is required to be reported to the DOL. CalJOBS activity codes must be added directly to the individual's program application on the Case Management Profile – Programs tab. Activity codes should not be added via the Activity History/Service Plan.

The following are descriptions and guidance for common fields when entering a CalJOBS activity code. Not all fields apply to all programs or customer groups.

General Activity Code Information

- **Customer Group** – Customer groups are the programs and funding streams the individual is eligible for. The Customer group(s) that display for selection in the drop-down menu are based on the eligibility(ies) completed and funding stream(s) selected in the corresponding program application.

- Activity Code – An activity code is the number and name representing the service. The activity codes that display for selection align with the customer group selected. For a complete list of activity codes and their definitions, please see Attachment 1.
- Service Provided (Virtual/Online) – Indicates how the service was provided (in person, virtual, or a mix).
- Special Project – Indicates if the service is funded by a special project (e.g., Deaf and Hard of Hearing or Youth Employment Opportunity Program).

Activity Code Dates

- Projected Begin Date / Scheduled Date – The planned start date for the service. This is only required if the service is planned for a future date.
- Actual Begin Date / Actual Service Date – The first date of the service. This is not required if the service is planned for a future date. For training or education services, the Actual Begin Date is considered the first day the participant attends the training (either virtually or in person) as described in the ITA or training contract. Training begin dates are not based on training plan dates, case management phases, semester dates, training voucher dates, supportive service dates, etc.
- Projected End Date – The anticipated last date of the service.
- Actual End Date / Actual Service Date – The last date of the service. For training or education services, the Actual End Date is the last date the participant attended any service provided as part of the training program as described in the ITA or training contract. Training end dates are not based on training plan dates, case management phases, semester dates, training voucher dates, supportive service dates, etc.

Services without an Actual Begin Date / Actual Service Date are not reported to the DOL; however, services with a Projected Begin Date / Scheduled Date will extend the exit clock (if applicable).

Service or Training Provider Information

- Provider – The service or training provider delivering the service. This field is required for training and education services. The information for this field pulls from the training or education provider/program profile in the system.
- Service, Course or Contract – The name of the service or course (training program). This field is required for training and education services. The information for this field pulls from the training or education provider/program profile in the system.
- Occupational Training Code – The occupation code associated to the service or course (training program). This field is required for training and education services. The information for this field pulls from the training or education provider/program profile in the system.
- Total Enrollment Cost – Total cost of training program, including books, tools, and other costs. The information for this field pulls from the training or education provider/program profile in the system. If the ITA or training contract price is different,

the cost needs to be updated to reflect the price WIOA is paying to the provider. This information is only required when the participant attends a training or education program.

- Financial Aid – Federal or state educational grant funds used to help a student pay for education. For training and education services, the receipt of Pell Grant funds is required to be reported. If an individual receives Pell Grant funds, the information is required to be entered into the Financial Aid section of the CalJOBS activity code or in the Public Assistance section of the program application.

Activity Code Completion Status

- Completion Code – Indicates the outcomes of the service. The following are the options available:
 - Successful Completion – Service was provided and completed successfully.
 - Unsuccessful Completion – Service was provided but was not completed successfully for reasons other than dropping out of the service.
 - Unsuccessful Completion – Failed to Report – Service was scheduled but was not provided due to the individual failing to report or attend the service. This option is only available for Title III Wagner-Peyser services.
 - Unsuccessful Completion – Dropped Out – Service was started but was not completed successfully due to the participant dropping out of the service.
 - System Closed – Service closed by the system due to inactivity. The service is automatically closed when the completion status is not updated within 30 days of the Projected End Date, or an Actual Begin Date is not entered within 30 days of the Projected Begin Date. To ensure data is reflected and reported accurately, staff should ensure that the activity code is closed appropriately, which includes verifying the Actual End Date, Completion Code, and school status on the last day of service (for Youth only) is accurate.
 - Void – The service was entered incorrectly and cannot be corrected via a Data Change Request (DCR), the service was added to the wrong program application, or the service was not provided to the individual. Activity codes that are voided are not reported to the DOL and do not extend the exit clock. There should be a minimal number of voided activity codes. Please note that the ability to void an activity code is based on system privileges. For more information on the DCR process, please see *Data Change Request Form Procedure (WSD18-02)*.

All services with an Actual Begin Date / Actual Service Date are reported to the DOL unless the completion status is “Void”.

Services for Employers

In addition to serving individual job seekers, the workforce system provides various types of services to employers: employer information and support services, workforce recruitment assistance, strategic planning/economic development, assistance with accessing untapped

labor pools, training services (including Incumbent Worker Training), rapid response assistance, and layoff aversion activities.

Employer services are required to be reported to the DOL. Title III Wagner-Peyser, TAA, and JVSG staff are required to enter employer services into CalJOBS using employer activity codes. Local Areas are required to track and report employer services to the EDD but are not required to utilize CalJOBS. For additional information on the data requirements for employer services, please reference *Performance Guidance* ([WSD23-03](#)).

Resources

To ensure the EDD reports accurate data to the DOL, each CalJOBS activity code's definition was closely reviewed to ensure the definition clearly reflects the intent behind the service provided and meets the requirements of the program(s). The number, name, and definition for each activity code can be found in the *CalJOBS Activity Codes Dictionary* (Attachment 1).

In addition to definitions, the *CalJOBS Activity Codes Detailed Listing – Individual* (Attachment 2) provides additional information about each activity code. The following information provides clarification and direction for each of the items in Attachment 2:

- Program Affiliation – These columns identify, with an “x,” which program(s) can utilize each activity code.
- Reporting Category – This column includes the reporting category for each activity code. Refer to the *Service Types for Individuals* section of this directive for more details on the reporting categories.
- Restart the Exit Clock? – This column lists whether the activity code restarts the 90-calendar day exit clock.
- PIRL – This column lists all the PIRL data elements where the activity code is reported.
- Duration (*Days*) – This column lists how far into the future the activity code's Projected End Date can be set.
- Most activity codes have been set to a one-day duration. One example of this is activity code 205 Development of Individual Employment Plan (IEP). While an IEP is a living document that should be revisited throughout the participant's period of participation, the development of an IEP is not an ongoing service. If the IEP needs to be revised or updated, an additional activity code 205 should be entered into CalJOBS at that time. Alternatively, training service activity codes will not have a set duration date. However, these should be frequently reviewed by staff to ensure accurate reporting of the Actual End Date. Select activity codes can be projected out up to 90 or 180 days, with the ability to be extended for a total of 360 days.

- Each activity code must have start and end dates that represents the actual dates the service occurred.

To assist with understanding how CalJOBS activity codes impact WIOA performance indicators, the *CalJOBS Activity Codes and Performance Crosswalk* (Attachment 3) indicates, with an “x,” the activity codes that trigger inclusion in the Credential Attainment and/or MSGs performance measures. For more information on Credential Attainment and MSG performance measures, refer to *Performance Guidance* ([WSD23-03](#)).

In addition to individual activity codes, CalJOBS activity codes can be added to employer accounts. A full list of employer-related CalJOBS activities codes, including their reporting category can be found in the *CalJOBS Activity Codes Detailed Listing – Employer* (Attachment 4). These activities are reported to the DOL and are specifically tied to the Effectiveness in Serving Employers performance measures.

Action

Please bring this Directive to the attention of all affected staff.

Inquiries

If you have any questions, contact the Program Reporting and Analysis Unit at WSBManagePerformance@edd.ca.gov.

/s/ JAVIER ROMERO, Deputy Director
Workforce Services Branch

Attachments:

1. [CalJOBS Activity Codes Dictionary \(DOCX\)](#)
2. [CalJOBS Activity Codes Detailed Listing – Individual \(XLSX\)](#)
3. [CalJOBS Activity Codes and Performance Crosswalk \(DOCX\)](#)
4. [CalJOBS Activity Codes Detailed Listing – Employer \(XLSX\)](#)

The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.
