WIOA Performance Accountability System

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Agenda

• Transition WIA to WIOA
• WIOA Programs and Measures
• Compliance and Accountability

References

WIOA, Proposed Rules and Proposed Report Templates
WIOA Core Programs

WIOA measures are applicable to all core programs.

Title 1B: Adult Program
Title 1B: Dislocated Worker Program
Title 1B: Youth Program*
Title 2: Adult Education Family Literacy Act
Title 3: Wagner Peyser Employment Services**
Title 4: Vocational Rehabilitation Activities

*Youth Program Variation

** WP ES: Not subject to Credential Attainment Rate, Measurable Skills Gain.
Title I and III Changes

Previously- **NEGOTIATED**

- Entered Employment Rate
- Employment Retention Rate
- Average 6 Month Earnings
- Youth: Placement in Employment/Education
- Youth: Attainment of Degree or Certificate
- Youth: Literacy Numeracy

WIOA- **NEGOTIATED**

- Percent Employed 2\(^{nd}\) Qtr. after exit
- Percent Employed 4\(^{th}\) Qtr. after exit
- Median Earnings 2\(^{nd}\) Qtr. after exit
- Credential Attainment (up to 1 year after exit)
- Measurable Skill Gains
- Effectiveness in Serving Employers
Title IV Changes

Previously- **FIXED**
- Number Employed (1 more than previous year)
- Rehabilitation Rate (55.8%)
- Competitive Employment (72.6%)
- Significantly Disabled (62.4%)
- Average Hourly Wages vs. SWA (52%)
- Primary Source of Support (53%)

**WIOA- NEGOTIATED**
- Percent Employed 2\textsuperscript{nd} Qtr. after exit
- Percent Employed 4\textsuperscript{th} Qtr. after exit
- Median Earnings 2\textsuperscript{nd} Qtr. after exit
- Credential Attainment (up to 1 year after exit)
- Measurable Skill Gains
- Effectiveness in Serving Employers
WIOA Primary Indicators

Unsubsidized employment in $2^{nd}$ Qtr. after exit*
Unsubsidized employment in $4^{th}$ Qtr. after exit*
Median Earnings
Credential Attainment Rate**
Measurable Skills Gain**
Employer Measure

* Title 1B Youth variation adds “or education”.
** WP ES: Not subject to Credential Attainment Rate, Measurable Skills Gain.
Quarter 2 Unsubsidized Employment

“percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program”
WIOA Sec. 116 (b)(2)(A)(i)(I)

Youth Program Only: “percentage of program participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program”
WIOA Sec. 116 (b)(2)(A)(ii)(I)]

**Proposed Calculation (ICR, 7/22/2015)**
Excludes “Not in Labor Force” at participation (i.e., those who are not employed and are not actively looking for work, including those who are incarcerated)
Quarter 4 Unsubsidized Employment

“percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program”
WIOA Sec. 116 (b)(2)(A)(i)(II)

Youth Program Only: “percentage of program participants who are in education or training, or in unsubsidized employment during the fourth quarter after exit from the program”
WIOA Sec. 116 (b)(2)(A)(ii)(II)

Proposed Calculation (ICR, 7/22/2015)
Excludes “Not in Labor Force” at participation (i.e., those who are not employed and are not actively looking for work, including those who are incarcerated)
“median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program”
WIOA Sec. 116 (b)(2)(A)(i)(III)

Proposed Calculations:
Median is the middle number of a series.
If an even number of participants then \((n+1)/2\).

An example of determining the Median.

1, 3, 5, 7, 9, 12, 20
“percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent during participation in or within 1 year after exit from the program”
WIOA Sec. 116 (b)(2)(A)(i)(IV)

**Secondary Diploma Caveat**

“program participants who obtain a secondary school diploma or its recognized equivalent shall be included in the percentage counted as meeting the criterion under such clause only if such participants, in addition to obtaining such diploma or its recognized equivalent, have obtained or retained employment or are in an education or training program leading to a recognized postsecondary credential within 1 year after exit from the program.” WIOA Sec. 116 (b)(2)(A)(iii)

**Additional Analysis:**
The proposed measure is unclear if training participants in education/training programs that do not lead to a credential are included in the denominator.
“percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment”
WIOA Sec. 116 (b)(2)(A)(i)(V)

**Proposed §677.155**

1. Achievement of at least one educational functioning level of a participation that provides instruction below the post-secondary level.

2. Attainment of HS Diploma or equivalent

3. A transcript or report card for either secondary or post-secondary education for 1 academic year (or 24 credit hours) that shows a participant is achieving the State unit’s policies for academic standards

4. Satisfactory or better progress reports, towards established milestones from an employer who is providing training.

5. Successful completion of an exam that is required for a particular occupation, progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

“indicators of effectiveness in serving employers established pursuant to clause (iv)” WIOA Sec. 116 (b)(2)(A)(i)(VI)

Secy. DOL, DOE prior to PY 2016, after consultation with stakeholders (outlined in the law) will develop 1 or more primary indicators of effectiveness in serving employers.

**Proposed §677.155 Possibilities**

1. Employment Retention of participants using the same FEIN.

2. Repeat/Retention rates for employer use of core programs.

3. Percent of employers that are using core program of all employers in an area or State.

4. Determine if this is one shared indicator across all programs or a separate indicator for each core program.
Compliance & Accountability

- **State***
  - Year 1: Mandatory Technical Assistance
  - Year 2: 5% reduction in Governor’s Reserve
  - Year 3: 5% reduction in Governor’s Reserve

- **Local**
  - Year 1: Mandatory Technical Assistance
  - Year 2: Mandatory Technical Assistance
  - Year 3: Reorganization, prohibit specific providers, other potential actions
  - * Failure to submit a complete annual report on time elicits 5% reduction in Governor’s Reserve. (any year)
Determining Pass/Fail

Fail for 1 is a fail for all (Proposed §677.190)

<table>
<thead>
<tr>
<th>Indicator/Program</th>
<th>Title II Adult Education</th>
<th>Title IV Rehabilitation Services</th>
<th>Title I Adults</th>
<th>Title I Dislocated Workers</th>
<th>Title I Youth</th>
<th>Title III Wagner-Peyser</th>
<th>Average Indicator Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment 2\textsuperscript{nd} Qtr after Exit</td>
<td>Baseline '16</td>
<td>Baseline '16</td>
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<td>9</td>
<td>10</td>
<td>11</td>
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(1-6) Average Indicator Scores: 90% Rate of Achievement or above
(7-12) Average Program Scores: 90% Rate of Achievement or above
Each Indicator: 50% Rate of Achievement or above
**Expected Levels of Performance**

- Appendix 1 to Wisconsin’s Combined Plan
- PY 2016/PY 2017 Levels

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<td>70/71</td>
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Setting Adjusted Performance
State Level

- Other States’ Adjusted Levels of Performance.
- Objective Statistical Model
  - Economic Conditions
  - Characteristics of Participants
- Continuous improvement; optimal return on investment.
- The levels assist the state in meeting GPRA.

Adjusted Levels are set through negotiation with Department of Labor in conjunction with the Department of Education.
Setting Adjusted Performance
Local Level

• Based on the State Adjusted Levels of Performance

• Beginning of the Year:
  – The Governor shall make adjustment for the expected economic conditions and the expected characteristics of participants to be served in the local area, using the statistical adjustment model.

• End of the Year:
  – The negotiated local level of performance applicable to a program year shall be revised to reflect the actual economic conditions experienced and the characteristics of the populations served in the local areas during such program year using the statistical adjustment model.

Adjusted Levels are set through negotiation with Governor, Local Board and Chief Elected Official.
Statistical Adjustment Model

- Overview presented in December 2015
- ETA, OCTAE, RSA each have a model
- Some indicators could not be predicted
- Models
  - Assist in setting PY 2016/PY 2017 levels
  - Will adjusted the adjusted level at the end of PY 2016

- Need the official version
Questions?

WIOA Performance Accountability System
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