

WIAB #13-04

DATE: June 27, 2005
TO: All Local Workforce Investment Areas
FROM: Cheryl A. Brush, Chief, Workforce Systems Bureau 
SUBJECT: Program Year 2005/2006 WIA Performance Measures Goals and Common Measures Information

Performance Measures Goals

Included to this bulletin as Attachment A are the Program Year 2005 and 2006 WIA Performance Measures Goals. Most certainly, you will notice that some of the goals have increased from program year 2004's goals, while others have remained the same.

It is significant to note that the increase in goals was necessary due to the State's superb performance. Workforce Systems staff were required to use performance, and not previous program year goals, as a baseline when negotiating with the U.S. Department of Labor.

We presented a convincing case that our earnings gains goals were realistic given Idaho is a "low wage" state and the rate of average weekly wage increases from year to year is below the national average. From 2003 to 2004 it was roughly half the national rate of wage increase.

Common Measures

On a related subject, and in regards to the implementation of Common Measures, TEGL #28-04 (http://www.icesa.org/articles/template.cfm?results_art_filename=tegl2804.htm) indicates that the definitions behind the key measures for the adult and dislocated worker populations will change effective July 1, 2005. The current Adult and Dislocated Worker measures affected by the Common Measures definitions are:

- Entered Employment Rate
- Employment Retention Rate
- Six Months Earnings Change

Adult and Dislocated Workers

Adult and Dislocated Worker Common Measures and their definitions are:

- Entered Employment – *Of those who are not employed at registration* – The number of participants who are employed in the first quarter after the exit quarter divided by the number of participants who exit during the quarter.

- Employment Retention – *Of those who are employed in the first quarter after the exit quarter* – The number of participants who are employed in both the second and third quarters after the exit quarter divided by the number of participants who exit during the quarter.
- Six Months Earnings Increase – *Of those who are employed in the first quarter after the exit quarter* – [Total earnings in the second quarter plus total earnings in the third quarter after the exit quarter] **minus** [total earnings in the second quarter plus total earnings in the third quarter prior to the registration quarter] divided by the number of participants who exit during the quarter.

When comparing the current WIA core measures to the new Common Measures, the differences include:

- Entered Employment
 - Adult – No change
 - Dislocated Worker – Previously, all Dislocated Workers were included in this measure. Common Measures, however, includes only those who are *not employed*. It is significant to note that although employed, individuals who have either received a notice of termination of employment or the employer has issued a WARN (Worker Adjustment and Retraining Notification) or other notice that the facility will close, or are currently on active military duty with a date of separation are considered *not employed* and are included in this measure.
- Employment Retention
 - Adult and Dislocated Worker – The previous equation divided the number of those employed in the 3rd quarter after exit by the number of those who exited during the quarter. Common Measures has the same equation, except that both second and third quarters are included in this measure.
- Six Months Earnings Increase
 - Adult – No change
 - Dislocated Worker – For this population, this measure has had the greatest impact resulting from Common Measures. Previously, this measure reported an earnings replacement rate at six months after exit and its equation divided the post program earnings for 2nd and 3rd quarters after exit by the *pre-dislocation* earnings for the 2nd and 3rd quarters prior to *dislocation*. Common Measures reports an *earnings increase* at six months and divides the total post program earnings for the 2nd and 3rd quarters after exit **minus** *pre program* earnings for the 2nd and 3rd quarters prior to *registration* by the number of participants who exit during the quarter.

Please refer to Attachment B of this bulletin to view a WIA Core Measures vs. Common Measures side-by-side comparison.

Youth

Youth Common Measures data will be collected and reported for the placement and degree/certificate attainment measures for the entire youth population, older and younger youth combined, beginning July 1, 2005. However, performance against these measures will not affect Idaho's eligibility for incentives, nor will it be a factor in determining whether Idaho is subject to sanctions for PY 2005 performance. The data collected on the placement and degree/certificate

attainment measures during PY 2005 will serve as a baseline for negotiations on these measures for PY 2006. Youth Common Measures and their definitions are:

- Placement in Employment or Education – *Of those who are not in post-secondary education, employment, or the military at the registration* – The number of participants who are in employment or the military or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter divided by the number of participants who exit during the quarter.
- Attainment of a Degree or Certificate – *Of those enrolled in education (at registration or at any point during the program)* – The number of participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter divided by the number of participants who exit during the quarter.
- Literacy and Numeracy Gains – *Of those out-of-school youth who are basic skills deficient* – The number of participants who increase one or more educational functioning levels divided by the number of participants who have completed a year in the program (i.e., one year from the date of registration) **plus** the number of participants who exit before completing a year in the program.

If you have any questions or concerns, please contact your assigned Grants Manager, or Jeanie Irvine. You may reach Jeanie by phone at 208.332.3570 extension 3323, or by e-mail at jirvine@cl.idaho.gov.

Attachment A

IDAHO WORKFORCE INVESTMENT ACT PERFORMANCE MEASURES		
PERFORMANCE GOALS FOR PY 2005 AND PY 2006		
	PY 05	PY 06
Adult Programs		
1. Entered Employment	87%	87%
2. Employment Retention	84%	84%
3. Six Months Earnings Increase	\$3,900	\$3,900
4. Employment and Credential Rate	70%	73%
Dislocated Worker Program		
5. Entered Employment	90%	90%
6. Employment Retention	91%	91%
7. Six Months Earnings Increase	-\$1,500	-\$1,500
8. Employment and Credential Rate	72%	74%
Older Youth (aged 19-21)		
9. Entered Employment Rate	83%	83%
10. Employment Retention Rate @ Six Months	89%	89%
11. Average Earnings Change in Six Months	\$3,094	\$3,094
12. Credential Rate	58%	59%
Younger Youth (aged 14-18)		
13. Skill Attainment Rate	92%	92%
14. Diploma or Equivalent Attainment	77%	77%
15. Retention Rate	78%	78%
Customer Satisfaction		
16. Participant customer satisfaction	85	85
17. Employer customer satisfaction	85	85

Adult WIA Core Measures	Adults and Dislocated Workers ** WIA Common Measures **	Dislocated Worker WIA Core Measures
<p>Entered Employment Rate <i>Of those who are not employed at registration:</i></p> <p># of adults who have entered employment by the end of the 1st Qtr after exit</p> <p># of adults who exit during the Qtr</p>	<p>Entered Employment <i>Of those who are not employed at registration:</i></p> <p># of participants who are employed by the end of the 1st Qtr after exit</p> <p># of participants who exit during the Qtr</p>	<p>Entered Employment Rate</p> <p># of DWs who have entered employment by the end of the 1st Qtr after exit</p> <p># of DWs who exit during the Qtr</p>
<p>Employment Retention Rate at 6 Mos <i>Of those who are employed in the 1st Qtr after exit:</i></p> <p># of adults who are employed in 3rd Qtr after exit</p> <p># of adults who exit during the Qtr</p>	<p>Employment Retention <i>Of those who are employed in the 1st Qtr after the exit Qtr:</i></p> <p># of participants who are employed in <u>both</u> The 2nd and 3rd Qtrs after exit</p> <p># of participants who exit during the Qtr</p>	<p>Employment Retention Rate at 6 Mos <i>Of those who are employed in the 1st Qtr after exit:</i></p> <p># of DWs who are employed in 3rd Qtr after exit</p> <p># of DWs who exit during the Qtr</p>
<p>Average Earnings Change in 6 Months <i>Of those who are employed in the 1st Qtr after exit:</i></p> <p>[Total Post-Program Earnings (earnings in Qtr 2 + Qtr 3 after exit)] minus [Pre-Program Earnings (earnings in Qtr 2 + Qtr 3 prior to registration)]</p> <p># of adults who exit during the Qtr</p>	<p>Six Months Earnings Increase <i>Of those who are employed in the 1st Qtr after exit:</i></p> <p>[Total Post-Program Earnings (earnings in Qtr 2 + Qtr 3 after exit)] minus [Pre-Program Earnings (earnings in Qtr 2 + Qtr 3 prior to registration)]</p> <p># of participants who exit during the Qtr</p>	<p>Earnings Replacement Rate in 6 Months <i>Of those who are employed in the 1st Qtr after exit:</i></p> <p>Total Post-Program Earnings (earnings in Qtr 2+ Qtr 3 after exit)</p> <p>Pre-Dislocation Earnings (earnings in Qtr 2 + Qtr 3 prior to dislocation)</p>
<p>Employment and Credential Rate <i>Of adults who received training services:</i></p> <p># of adults who were employed in the 1st Qtr after exit and received a credential by the end of 3rd Qtr after exit</p> <p># of adults who exit during the Qtr</p>	<p>Employment and Credential Rate <i>Of DWs who received training services:</i></p> <p># of DW who were employed in the 1st Qtr after exit and received a credential by the end of 3rd Qtr after exit</p> <p># of DWs who exit during the Qtr</p>	<p>Employment and Credential Rate <i>Of DWs who received training services:</i></p> <p># of DW who were employed in the 1st Qtr after exit and received a credential by the end of 3rd Qtr after exit</p> <p># of DWs who exit during the Qtr</p>