

TRANSMITTAL #3

WIOA PERFORMANCE

April 20, 2016

TO: Workforce Development Council



FROM: Susan Simmons, Deputy Director

SUBJECT: Workforce Innovation and Opportunity Act Proposed Levels of Performance for Program Years 2016 and 2017

ACTION REQUESTED: None. Information Only

REFERENCE: WIOA §116(b)(3)(A)(iii)

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) identifies primary indicators of performance for each of the core programs. In order to ensure an optimal return on the investment of the activities authorized, the U.S. Department of Labor and each State must reach agreement on the levels of program performance each program year. States must include in the WIOA State Plan proposed levels of performance for the primary performance indicators for the first two program years. The U.S. Department of Labor will develop their own targets for Idaho based on a regression model with factors unknown at this time. Negotiations for Program Year 2016 final performance levels will take place with USDOL in June.

WIOA has different performance measures than WIA. Some of the measures are similar and some are completely new and still undefined by the USDOL. USDOL expects States to propose performance levels for the similar measures and "benchmark" the other measures. Idaho Workforce Development staff believe the first year should be treated as benchmark for all performance measures, and would like to propose performance levels that reflect that approach. As defining new performance measures, new policies, service delivery design, and other changes related to WIOA will result in departures from historical performance levels. Career planners are also adjusting to new software (AJLA) and a new law at the same time.

Due to the uncertainty resulting from multiple changes, staff believe it is unwise and unfair to hold staff to the same high performance levels. Also since WIOA stipulates sanctions instead of incentives, the proposed performance goals are based on 60% of the previous "similar" measures. Idaho Department of

Labor Central Office administrative staff will negotiate these rates with the USDOL Region 6 office in June. The performance goals for PY 2016 will be finalized at that time.

Staff Recommendation

None. Information only.

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**Proposed Performance Targets
WIOA Program PY2016 and PY2017**

| Employment (Second Quarter after Exit) | Proposed PY2016 | Proposed PY2017 |
|---|------------------------|------------------------|
| Adults | 49.2% | 51.7% |
| Dislocated Workers | 54.0% | 56.7% |
| Youth* (Education, Training or Employment) | 48.6% | 52.3% |
| Wagner-Peyser | 42.0% | 44.1% |

| Employment (Fourth Quarter after Exit) | Proposed PY2016 | Proposed PY2017 |
|---|------------------------|------------------------|
| Adults | 46.2% | 48.5% |
| Dislocated Workers | 52.8% | 55.4% |
| Youth* (Education, Training or Employment) | 49.8% | 52.3% |
| Wagner-Peyser | 48.6% | 51.0% |

| Median Earnings (Second Quarter after Exit) | Proposed PY2016 | Proposed PY2017 |
|--|------------------------|------------------------|
| Adults | \$12,600 | \$13,230 |
| Dislocated Workers | \$15,600 | \$16,380 |
| Youth | \$4,800 | \$5,040 |
| Wagner-Peyser | \$8,100 | \$8,505 |

| Credential Attainment Rate | Proposed PY2016 | Proposed PY2017 |
|-----------------------------------|------------------------|------------------------|
| Adults | 40.8% | 42.8% |
| Dislocated Workers | 35.4% | 37.2% |
| Youth | 45.6% | 47.9% |
| Wagner-Peyser | NA | NA |

| Effectiveness in Serving Employers | Proposed PY2016 | Proposed PY2017 |
|---|------------------------|------------------------|
| Adults | Undefined | Undefined |
| Dislocated Workers | Undefined | Undefined |
| Youth | Undefined | Undefined |
| Wagner-Peyser | Undefined | Undefined |