



# **WIOA Performance Accountability System**

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WIOA Roundtable

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Wisconsin Dells, WI

# Agenda



- Who We Are
- Why Performance?
- Transition WIA to WIOA
- WIOA Programs and Measures
- Adjusted Levels of Performance Cycle
- How to **Succeed!**

## References

WIOA, Proposed Rules and Proposed Report Templates



## WIOA Performance Advisory Committee

Representatives from Title I-IV, UI, OVS

Purpose:

Assist with implementation of WIOA performance measures.

PY 2016/2017 Negotiations

Address At-Risk Performance

Identify and Adopt Continuous Improvement Strategies

# Why Performance Matters



## Why do you think we are talking about WIOA Performance today?

- a) The performance measures are new to all Titles.
- b) Important we all know what we are being held accountable for and measured on.
- c) We are all in this together, one of us fails the entire State fails.
- d) It all matters!

# WIOA Core Programs



WIOA measures are applicable to all core programs.

Title IB: Adult Program

Title IB: Dislocated Worker Program

Title IB: Youth Program

Title II: Adult Education Family Literacy Act

Title III: Wagner-Peyser Employment Services\*

Title IV: Vocational Rehabilitation

\*Includes JVSG

# Performance WIA vs. WIOA



## WIA (Title I & III)

Entered Employment 1<sup>st</sup> Qtr. after exit  
 Employment Retention 2<sup>nd</sup> and 3<sup>rd</sup> Qtr. after exit  
 Six Months Average Earnings 2<sup>nd</sup> and 3<sup>rd</sup> Qtr. after exit  
 Placement in Employment/Education 1<sup>st</sup> Qtr. after exit  
 Attainment of a Degree or Certificate by 3<sup>rd</sup> Qtr. after exit; Literacy Numeracy Gains (**Youth programs**)

## AEFLA (Title II)

Educational Gain  
 Entered Employment 1<sup>st</sup> Quarter after Exit  
 Retained Employment 3<sup>rd</sup> Quarter after Exit  
 Obtained a GED or a Secondary School Diploma  
 Entered Postsecondary Education or Training

## VR (Title IV)

Number Employed  
 Rehab Rate  
 Competitive Employment  
 Significantly Disabled  
 Average Hourly Wages vs. State Wage Average  
 Primary Source of Support

## WIOA Primary Indicators of Performance

Employment 2<sup>nd</sup> Qtr. after exit  
 Employment 4<sup>th</sup> Qtr. after exit  
 Median Earnings  
 Credential Attainment Rate  
 Measurable Skills Gain  
 Employer Measure

# Proposed Participants



A participant:

- Is a reportable individual
- Satisfies all applicable programmatic requirements for the provision of services, such as the eligibility determination.
- Has received staff-assisted services

Participants must be included in performance calculations.

# Proposed Participants



## Title I: WIOA Adult Program



## Title I: WIOA Dislocated Worker Program



## Title I: WIOA Youth Program



## Title II: AEFLA Program



## Title III: Wagner-Peyser Employment Services



## Title IV: Vocational Rehabilitation Program



Information as of: 11/03/2015

# Proposed Exit



- Has not received any services for 90 days
- No future services planned.
  - “does not include self-service, information-only activities, or follow-up services.”
- Title IV- Vocational Rehabilitation: Date case closed following VR requirements.

# Employment Second Quarter After Exit



Percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program

Title I Youth Program Only : “percentage of program participants who are in education or training, or in unsubsidized employment during the second quarter after exit from the program”

# Employment Fourth Quarter After Exit



Percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program.

Title I 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”

# Median Earnings Second Quarter After Exit



Median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program



Median is the middle number of a series.

1, 3, 5, **7**, 9, 12, 20

# Credential Attainment Rate



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.



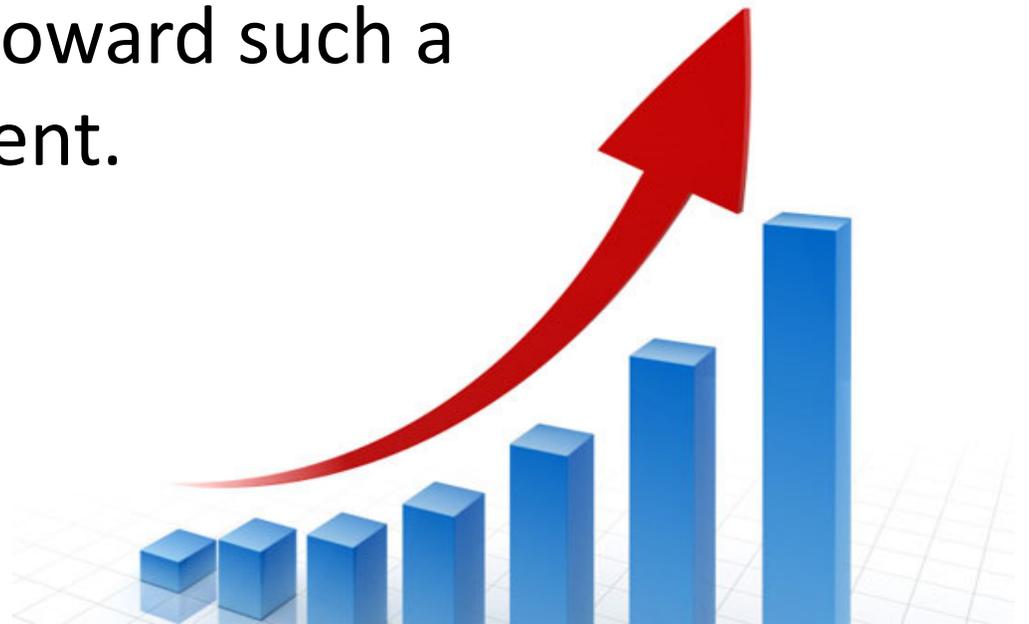
## **Secondary School Diploma/Equivalent Diploma:**

Counts only if the participant is employed or enrolled in a training program leading to a recognized postsecondary credential within 1 year after exit from the program.

# Measurable Skills Gain



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.



# Employer Measure



Indicator(s) of effectiveness in serving employers.

***To Be Determined  
by PY2016***



# Exit Cohort Timeframes



The draft cohort timeframes are in the Federal Register dated 4/27/2016.

Measures are based on program exit.

Exception: Measurable Skills Gain.

Cohorts timeframes for measures will lag.

E.g. PY 2018 employment rate Q2: April 2017-March 2018.

# How Are Levels of Performance Set?



- State Adjusted Levels set through negotiation with DOL & DOE.
- Takes into consideration:
  - 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 Government Performance and Results Act (GPRA).
- Title I Local Levels set through negotiation with DWD.

# Determining Pass/Fail



Indicator/ Program	Title II Adult Education	Title IV Rehabilitation Services	Title I Adults	Title I Dislocated Workers	Title I Youth	Title III Wagner-Peyser	Average Indicator Score
Employment 2 <sup>nd</sup> Qtr. after Exit							1
Employment 4 <sup>th</sup> Qtr. after Exit							2
Median Earnings 2 <sup>nd</sup> Qtr After Exit							3
Credential Attainment Rate							4
Measurable Skill Gains							5
Effectiveness in Serving Employers							6
Average Program Score	7	8	9	10	11	12	-

**(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**



## 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)



# How to Succeed!



## Proven Strategies:

- Match participants with compatible long term employment that will meet their needs.
- Prepare participants to secure employment that offers financial independence.
- Identify training needed to meet an individuals employment goals.
- Provide value to employers.
- Collaborate and make appropriate referrals.
- Work as a team!!!

*"We've scrapped the old "train and pray" model — where we train someone to make widgets and then pray there's a company out there looking for widget-makers." – Thomas E. Perez, U.S. DOL Secretary*

# Questions?



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