

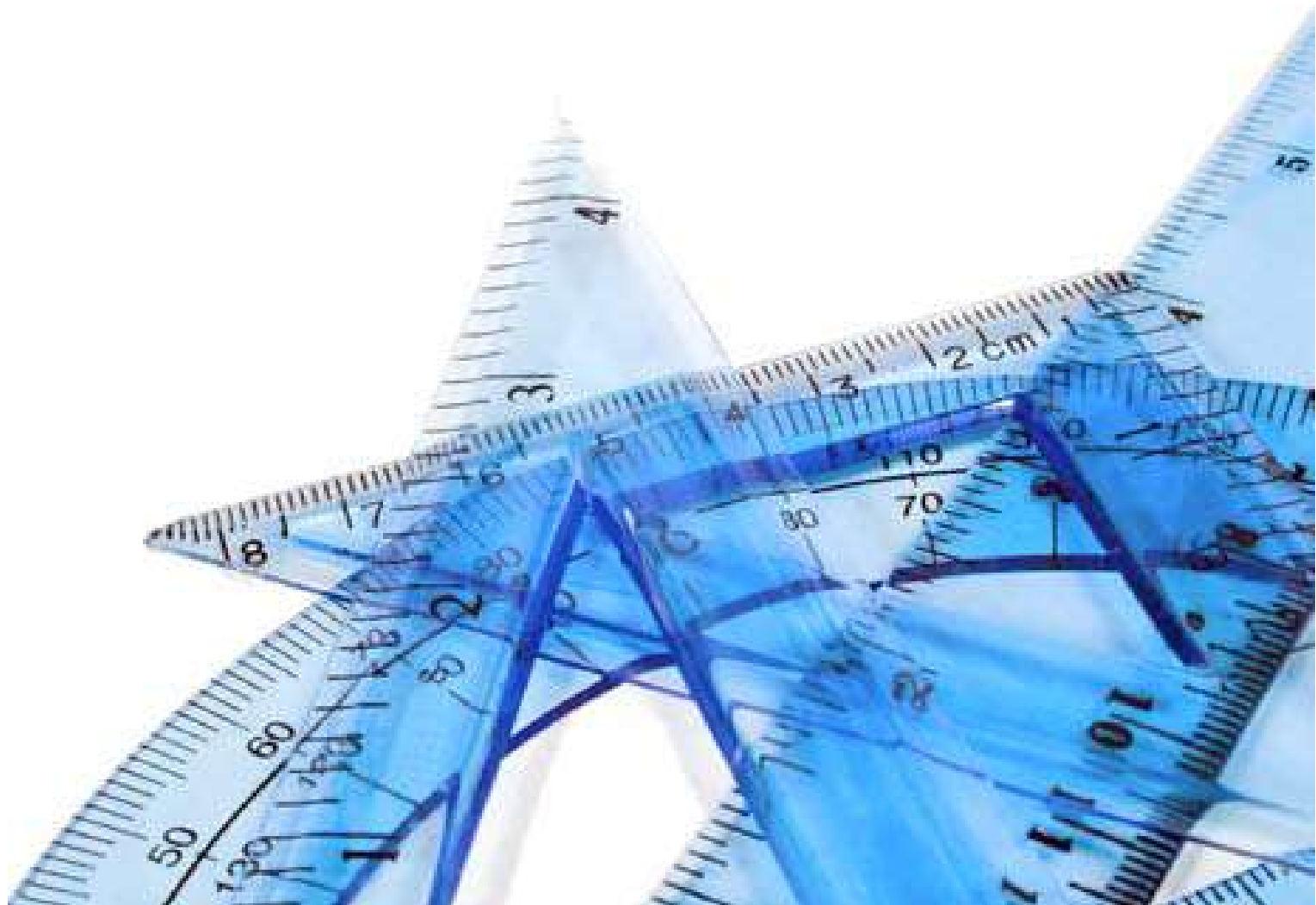


Department of Labor, Licensing and Regulation

Division of Workforce Development and Adult Learning



WIOA Performance



PY2016 and PY2017 Reporting Schedule

Program Year (PY) 2016 Time Periods To Be Reported					Program Year (PY) 2017 Time Periods To Be Reported				
Report Quarter	July – Sept.	Oct. – Dec.	Jan. – Mar.	Apr. – June	Report Quarter or Report Due Date	July – Sept.	Oct. – Dec.	Jan. – Mar.	Apr. – June
Report Due Date	November 14, 2016	February 14, 2017	May 15, 2017	August 14, 2017		November 14, 2017	February 14, 2018	May 15, 2018	August 14, 2018
Number Served (Reportable Individual)	7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17	7/01/16 to 6/30/17	Number Served (Reportable Individual)	10/01/16 to 9/30/17	1/01/17 to 12/31/17	4/01/17 to 3/31/18	7/01/17 to 6/30/18
Number Exited (Reportable Individual)		7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17	Number Exited (Reportable Individual)	7/1/16 to 6/30/17	10/1/16 to 9/30/17	1/1/17 to 12/31/17	4/1/17 to 3/31/18
Funds Expended	7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17	7/01/16 to 6/30/17	Funds Expended	10/01/16 to 9/30/17	1/01/17 to 12/31/17	4/01/17 to 3/31/18	7/01/17 to 6/30/18
Number Served (Participant)	7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17	7/01/16 to 6/30/17	Number Served (Participant)	10/01/16 to 9/30/17	1/01/17 to 12/31/17	4/01/17 to 3/31/18	7/01/17 to 6/30/18
Number Exited (Participant)		7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17	Number Exited (Participant)	7/1/16 to 6/30/17	10/1/16 to 9/30/17	1/1/17 to 12/31/17	4/1/17 to 3/31/18
Employment Rate Second Quarter After Exit					Employment Rate Second Quarter After Exit		7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17
Employment Rate Fourth Quarter After Exit					Employment Rate Fourth Quarter After Exit				7/01/16 to 9/30/16
Median Earnings Second Quarter After Exit					Median Earnings Second Quarter After Exit		7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17
Credential Attainment Rate					Credential Attainment Rate				7/01/16 to 9/30/16
Measurable Skill Gains	7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17	7/01/16 to 6/30/17	Measurable Skill Gains	10/01/16 to 9/30/17	1/01/17 to 12/31/17	4/01/17 to 3/31/18	7/01/17 to 6/30/18
Effectiveness in Serving Employers					Effectiveness in Serving Employers		7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17
Veterans' Priority of Service	7/01/16 to 9/30/16	7/01/16 to 12/31/16	7/01/16 to 3/31/17	7/01/16 to 6/30/17	Veterans' Priority of Service	10/01/16 to 9/30/17	1/01/17 to 12/31/17	4/01/17 to 3/31/18	7/01/17 to 6/30/18

Reportable Individual

- An individual who has taken action that demonstrates an intent to use program services and who meets specific reporting criteria of the program, including:
 - (1) Individuals who provide identifying information;
 - (2) Individuals who only use the self-service system; or
 - (3) Individuals who only receive information-only services or activities.

Participant

- The definition of “participant” establishes a common point at which an individual is meaningfully engaged in a core program
- Participants are included in the primary indicators of performance.
- individuals who receive only self-service or information-only services and activities do not satisfy the definition of “participant,” these individuals are considered “reportable individuals”

Not Participants

■ The following individuals are not participants:

- (i) Individuals in an Adult Education and Family Literacy Act (AEFLA) program who have not completed at least 12 contact hours;
- (ii) Individuals who only use the self-service-system.

Youth Participant

- For the Workforce Innovation and Opportunity Act (WIOA) title I youth program, a participant is
 - a reportable individual who has satisfied all applicable program requirements for the provision of services, including eligibility determination,
 - an objective assessment, and
 - development of an individual service strategy, and
 - received 1 of the 14 WIOA youth program elements identified in sec. 129(c)(2) of WIOA.
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Services That Are Not Labor Intensive-

004	Self Service Information On Training Providers, Performance Outcomes	136	Referred to Voc Rehab
005	Self Service Labor Market Research	147	Employment Eligibility Verification
006	Self Service Job Search through VOS	165	Referral to EARN Funded Opportunity
007	Self Service Resume	171	Referral to Adult Literacy Programs
020	Verification of Individual Information	172	Core ESL for Workforce Development
06M	Self Service Job Search through Mobile App	177	Prove IT Assessment
089	Self-Service Informed of Veteran Priority of Service	178	PELL Grant Work Search Waiver
096	Staff Scheduled Event	179	Outside Web-Link Job Referral
097	EI or RES Workshop Scheduled	505	External Job Referral by Staff
098	Self-Signup Event	589	Notification of Jobs via Virtual Recruiter
099	Call In Service - Conversion	590	Notification to Jobseeker of potential job
101	Orientation	591	Staff Determined Not Qualified for Suppressed Job
103	Information On Training Providers, Performance Outcomes		
111	TAP Workshop		
120	Use Of One-Stop Resource Room / Equipment		
121	Utilization of Resource Area		
130	Job Fair Participation		
131	Job Referrals (out of area, testing and background check)		
135	Job Finding Club-Not Facilitated by Staff		

Exiter

- The soft exit process will be applied based on the last date a participant received services that are not self-service, not information only, or not follow up services and no future services are scheduled.
 - These individuals can also be accessing the system and receiving services automatically.
 - When determining 90 days of no service only, those services identified as significant staff involvement can only be evaluated. 'Self-service' and Informational activities cannot be used in the calculation of 90 days of no service
-

WIOA Performance Measures

- Core programs and other authorized programs are required to report on common performance indicators:
 - Percentage of workers that entered employment
 - Percentage of workers that retained employment
 - Median wages of these workers
 - Credential attainment of these workers
 - Measurable skill gains of these workers.
 - Effectiveness of services to employers.

WIOA vs WIA

WIOA's new primary indicators focus on outcomes and progress of programs.

UNDER WIA (Common Measures only)

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

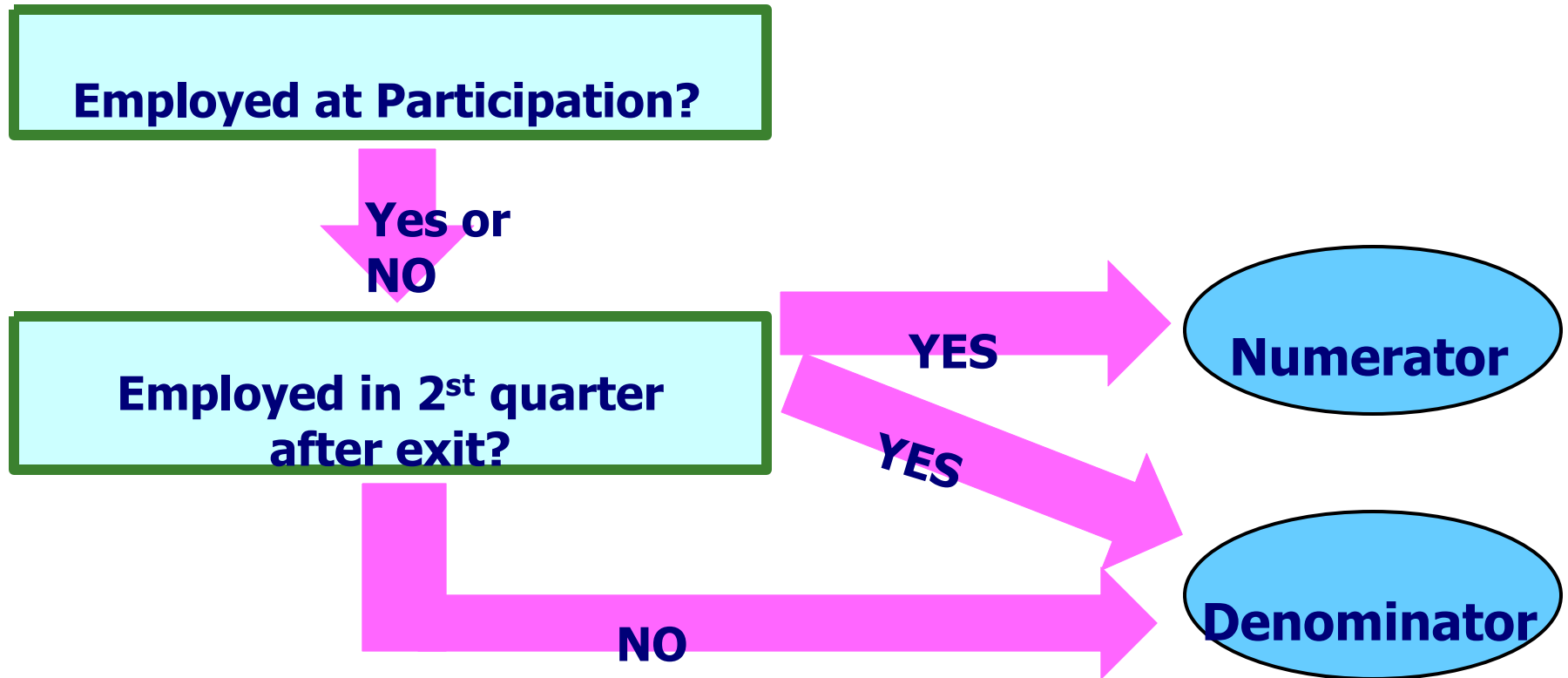
UNDER WIOA (Primary Indicators only)

1. Percent Employed 2nd Qtr. after exit (Adult programs)
2. Placement in Employment/Education 2nd Qtr. after exit (Youth programs)
3. Percent Employed 4th Qtr. after exit (Adult programs)
4. Placement in Employment/Education 4th Qtr. after exit (Youth programs)
5. Median Earnings 2nd Qtr. after exit (All programs)
6. Credential Attainment (up to 1 year after exit) (All programs except Wagner-Peyser)
7. Measurable Skill Gains (All programs except Wagner-Peyser)
8. Effectiveness in Serving Employers (All programs)

Measure 1-Employed 2nd QTR after exit

- Percentage of participants in unsubsidized employment in the second quarter after exit from the program.
- The number of participants who exited during the reporting period who are employed quarter 2 after **divided** by the number of participants who exited during the reporting period

Employment Rate QTR2



2nd Quarter Employment Rate

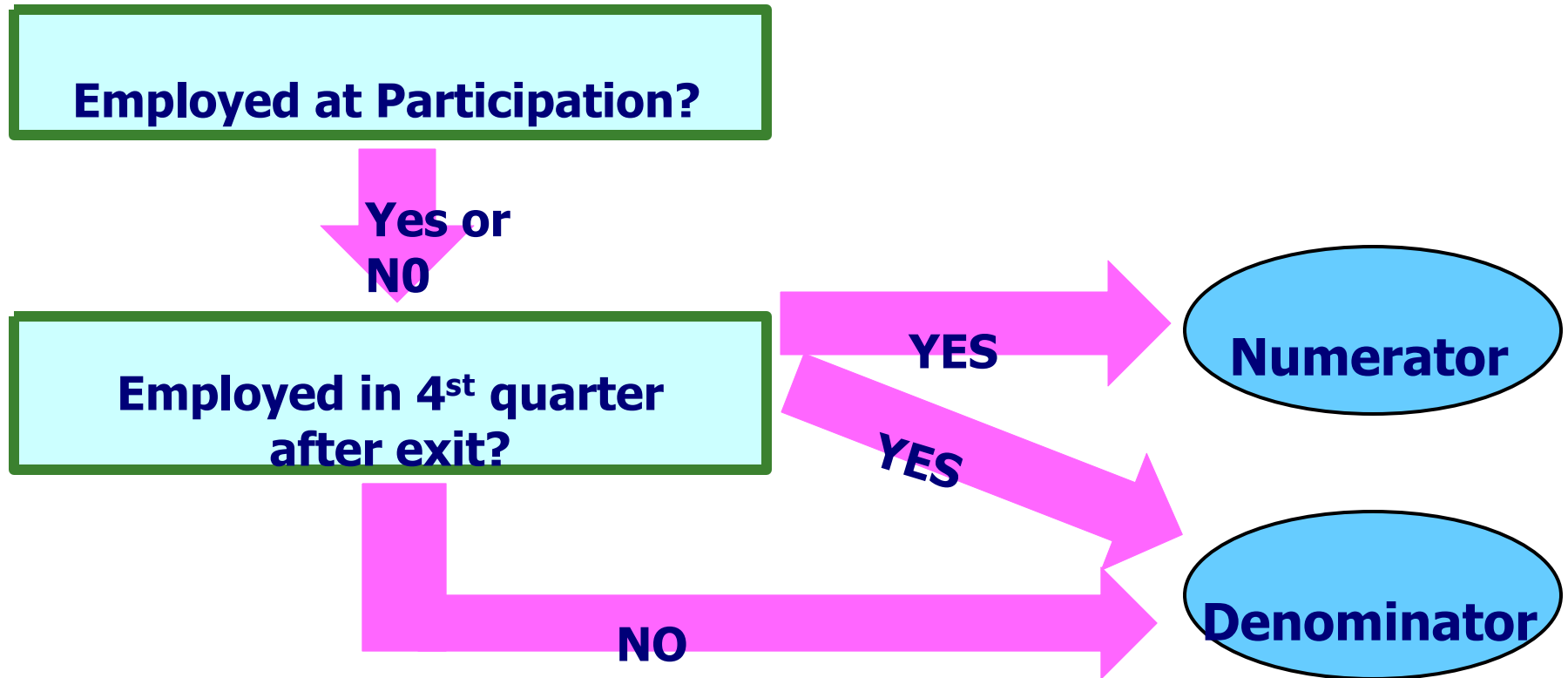
- Different from WIA's "entered employment rate" indicator in two ways: (1) the time period for measurement in WIOA is the second quarter after exit instead of the first quarter; and (2) the statutory language under WIOA does not specify that the indicator is to measure entry into employment.
- The Departments plan to calculate both an "employment rate" for all participants in the program regardless of employment status at program entry and an "entered employment rate" for participants who were unemployed at the time of program entry.

2. Employed Qtr 4 After Exit

- The number of participants who exited during the reporting period who are employed quarter 4 after exit **divided** by the number of participants who exited during the reporting period
 - The employment rate of participants in the fourth quarter after exit from the program without regard to whether those participants were employed in the second quarter after exit from the program.
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- Under WIA, this indicator is a retention measure that analyzes whether individuals who were employed in the first quarter after exiting from WIA services were still employed in the second and third quarters.
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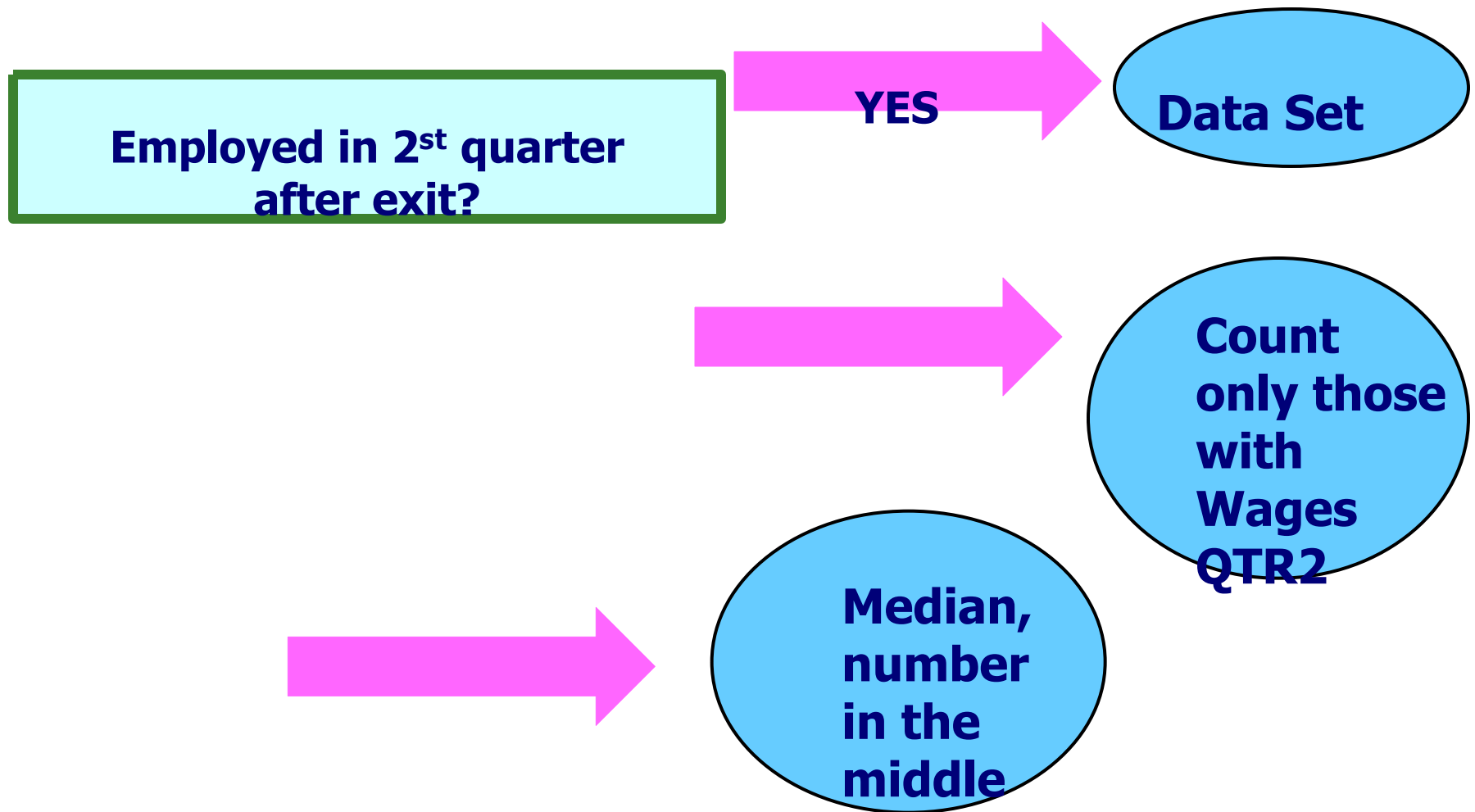
Employment Rate QTR4



3. MedianEarnings

- Measures participants' median earnings in the second quarter after exit.
 - This indicator measures median earnings at the same time frame as the first indicator measures the employment rate of participants.
 - The use of a median is a shift from the use of an average under WIA and is based on the language provided in WIOA.
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Median QTR2



Calculating a Median

CALCULATING A MEDIAN

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	Earnings in 2nd Quarter
Person 1	\$1,500
Person 2	\$2,200
Person 3	\$2,700
Person 4	\$3,000
Person 5	\$3,500
Person 6	\$6,200
Person 7	<u>\$8,200</u>
Sum	\$27,300


Average = $\frac{27300}{7} = \$3,900$

} Half of people below midpoint

← Midpoint

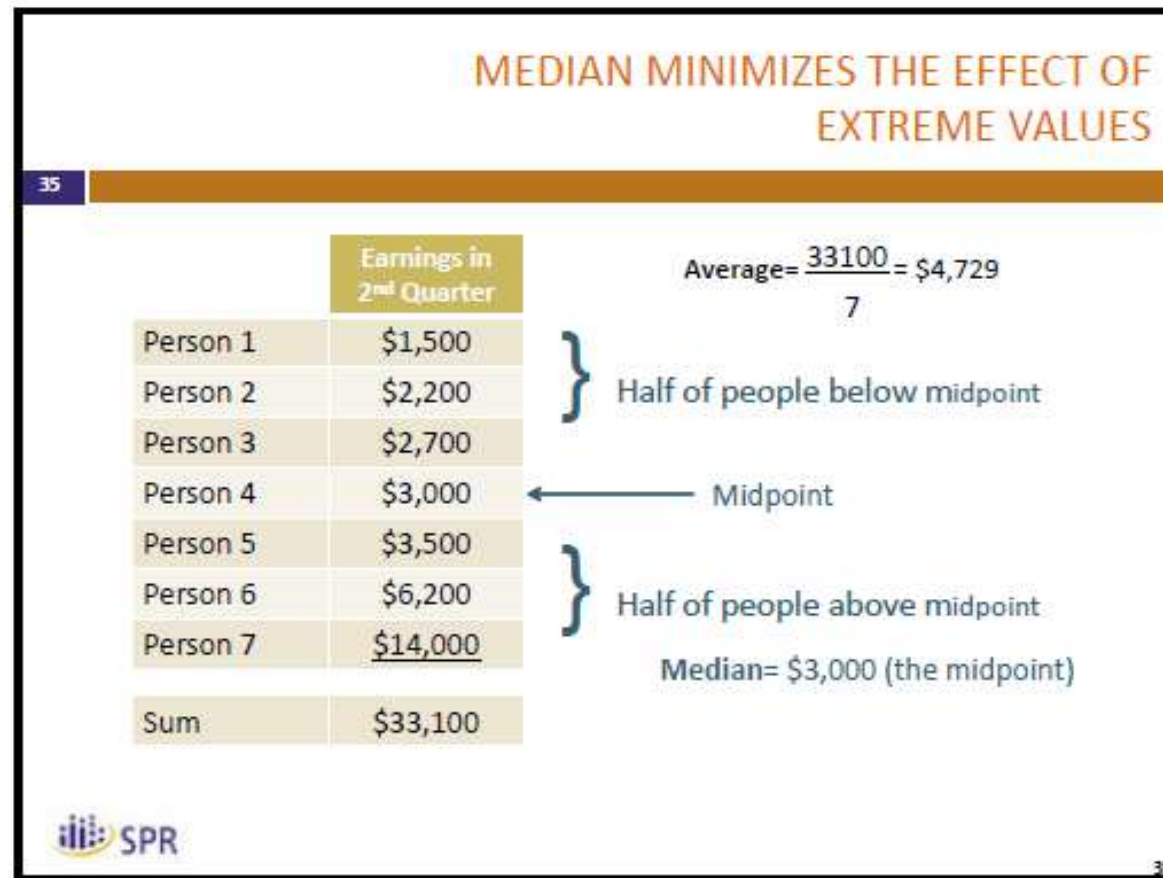
} Half of people above midpoint

Median = \$3,000 (the earnings of the person at the midpoint)

 SPR

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Median vs Mean



Calculating Median

CALCULATING A MEDIAN WITH AN EVEN NUMBER OF PARTICIPANTS

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	Earnings in 2 nd Quarter
Person 1	\$1,500
Person 2	\$2,200
Person 3	\$2,700
Person 4	\$3,000
Person 5	\$3,200
Person 6	\$3,500
Person 7	\$6,200
Person 8	\$8,200

$$\text{Median} = \frac{(3000 + 3200)}{2} = \$3,100$$

} Middle two people

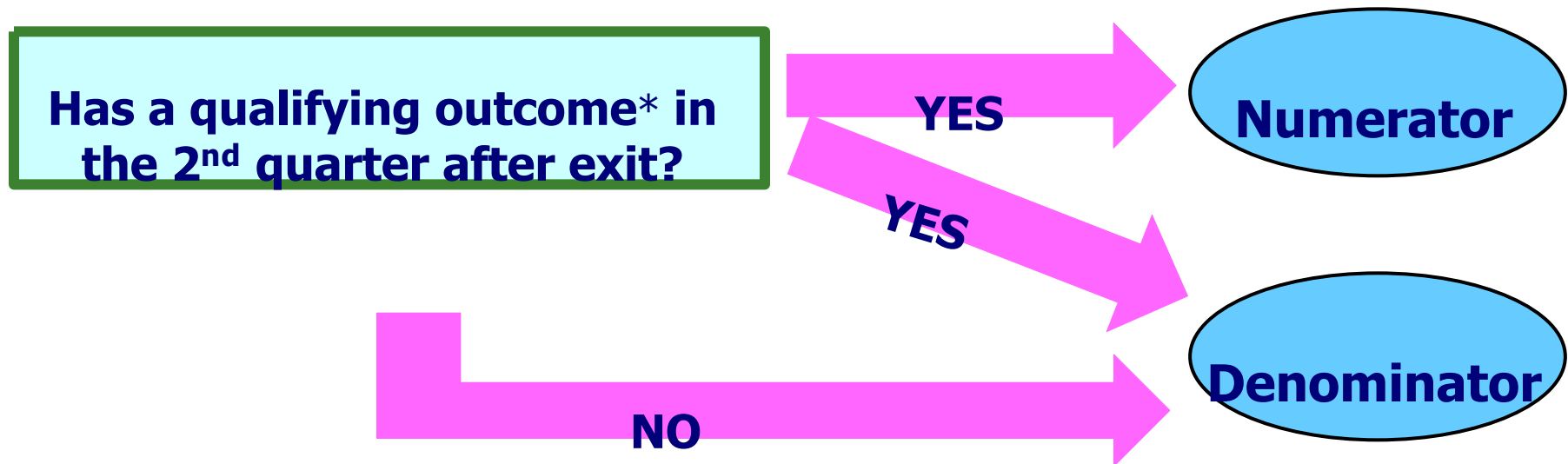
Youth indicators- Placement Rate QTr2

- The 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 indicator differs from WIA's placement rate in three ways.
 - the time period for measurement in WIOA is the second quarter after exit instead of the first quarter after exit.
 - the placement rate under WIA only allowed post-secondary education to be reported; whereas, under WIOA, any education, including secondary and post-secondary, is reported

Youth continued

- Third, the placement measure under WIA excluded those youth who were enrolled in post-secondary education, employed, or in the military at the time of participation; WIOA's indicators do not make these exclusions. WIA's measure provided insight into how many youth came to a program not enrolled in post-secondary education, employed, or in the military, and then after receiving services, obtained employment or were placed into post-secondary education or training program.
- Under WIOA, this indicator does not provide for this exclusion and the Departments' proposed indicator measures placement in the second quarter after exit of all participants.

Placement Rate QTR2

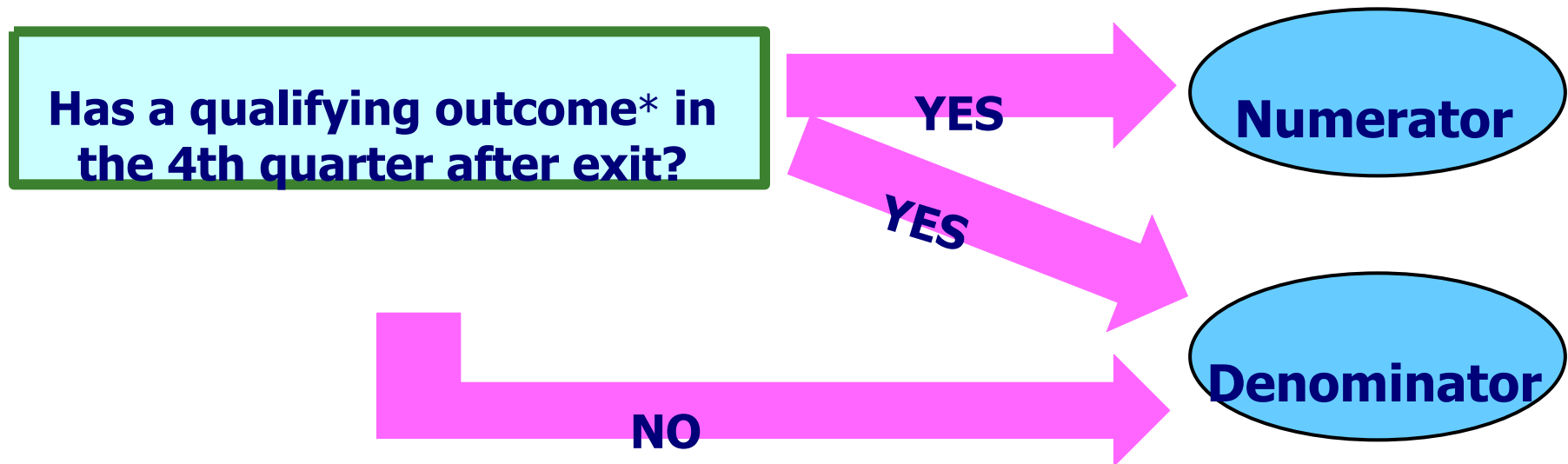


Qualifying Outcomes: employment,
enrolled in education, or occupational skills
training

Youth Measure 2

- The percentage of program participants who are in an education or training program or in unsubsidized employment in the fourth quarter after exit.
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Placement Rate QTR4

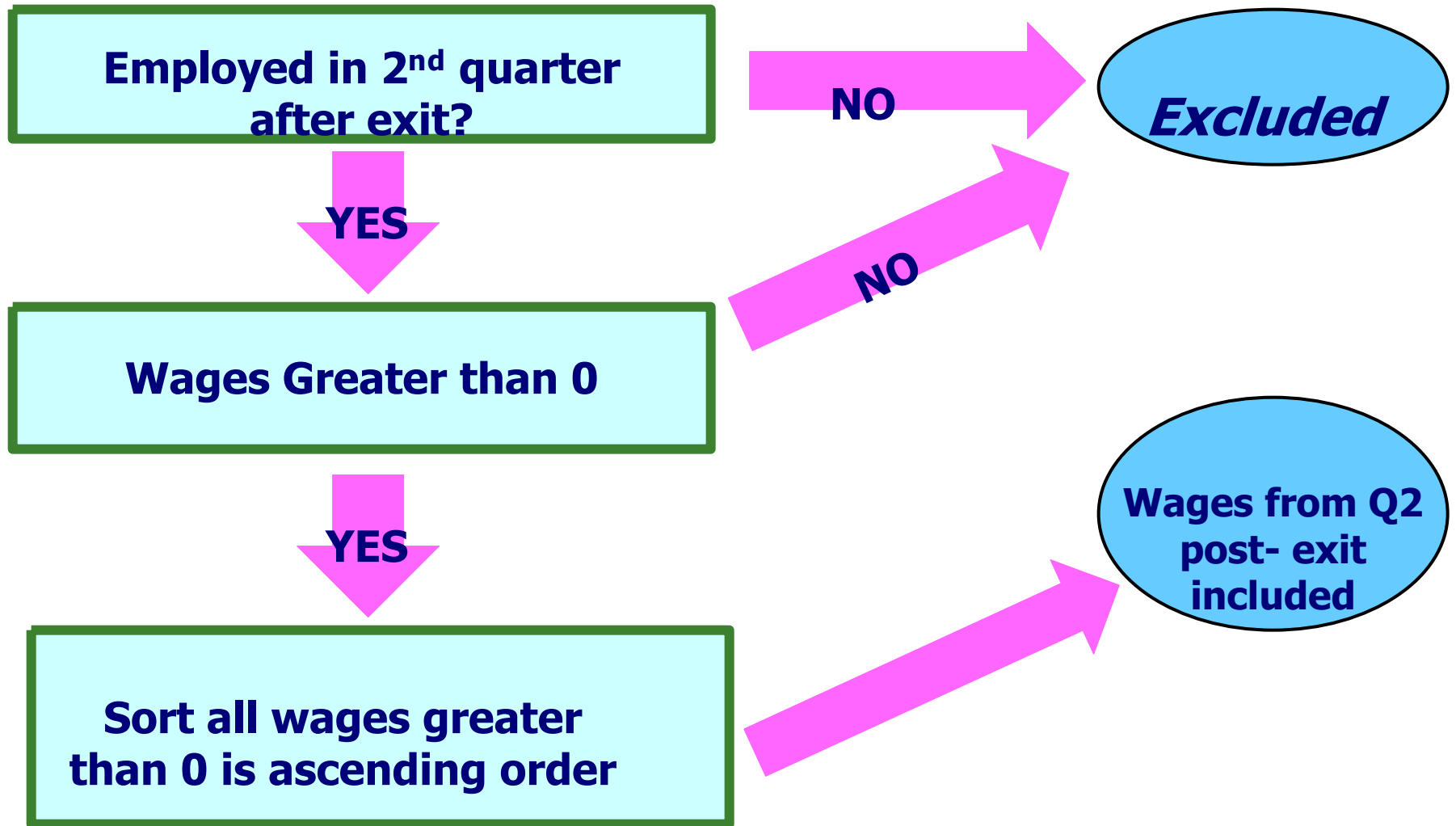


Qualifying Outcomes: employment, enrolled in education, or occupational skills training

Youth-Median

- indicator measures median earnings in the second quarter after participants exit from the program. States must report the median point for earnings for all program participants in unsubsidized employment in the second quarter after exit.
 - This indicator measures earnings in the second quarter after exit, which is the same time frame in which the States will measure if program participants are in education or training activities or unsubsidized employment.
-

Median Earnings



4. Credential Attainment

- measures post-secondary credential attainment and high school completion of program participants during participation in the program or within 1 year after exit
 - includes the statutory language limiting participants who obtain a secondary school diploma or its equivalent to be included in the percentage counted as meeting the criterion only if the participant is employed or is enrolled in an education or training program leading to a recognized post-secondary credential within 1 year after exit from the program.
-

■ Credential Attainment is Listed as:

of participants who exited that were enrolled in a post secondary education or training program and who obtained a recognized post secondary credential during the program or within one year after exit; Plus (+) the number of participants who exited that were in a secondary education program and obtained a secondary edu diploma or its equivalent during the program or within one year after exit AND who were also employed or enrolled in an education or training program leading to a recognized post secondary credential within one year after exit

of participants who exited and were in a post secondary edu or training program during program participation; plus (+) the number of participants exited and were in a secondary edu program (at or above 9 grade level) without a secondary diploma or equivalent

Clarifications in Final Regs

- employment or enrollment in an education or training program only needs to be for some period during the 4 quarters after exit, not for the entire 1-year period after exit.
 - The Departments have excluded participants enrolled in work-based on-the-job training or customized training from this indicator because such training does not typically lead to a credential. This section has been revised to clarify that only those participants in an education or training program are included in the performance calculations for this performance indicator, with the exception of those in on-the-job or customized training
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5. Measurable Skill

- Measures the percentage of participants who, during a PY, are in education or training programs that lead to a recognized post-secondary credential or employment, and who are achieving measurable skill gains, which the Departments are defining as documented academic, technical, occupational or other forms of progress, toward the credential or employment.
-

Measurable Skill Gain- Possible Ways

- Using this indicator to measure interim progress of participants who may be enrolled in education or training services for a specified reporting period.
 - For example, if a participant is enrolled in a 4-year registered apprenticeship program, the indicator would track the skills the participant gains throughout the reporting period, not just at the end of the 4-year training program.
-

Measurable Skill Gains

- In using this indicator as a measure of interim progress of participants, the Departments are considering how States can document progression during participation in an education or training program in a standardized way. Documented progress could include such measures as:
 - (1) the achievement of at least one educational functioning level of a participant in an education program that provides instruction below the post-secondary level;
 - (2) attainment of a high school diploma or its equivalent;
 - (3) a transcript or report card for either secondary or post-secondary education for 1 academic year (or 12 credit hours) that shows a participant is achieving the State unit's policies for academic standards;
 - (4) a satisfactory or better progress report, towards established milestones from an employer who is providing training (e.g., completion of on-the-job training (OJT), completion of 1 year of an apprenticeship program);
 - (5) the 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; and
 - (6) measurable observable performance based on industry standards

Effectiveness In Serving Employers

- Employer Penetration Rate- Record the total number of establishments, as defined by the Bureau of Labor Statistics Quarterly Census of Earnings and Wages program, that received a service or, if it is an ongoing activity, are continuing to receive a service or other assistance during the reporting period. DIVIDED By Record the total number of establishments, as defined by the Bureau of Labor Statistics Quarterly Census of Earnings and Wages program, located within the State during the final month or quarter of the reporting period.
- Repeat Business Customers- Record the total number of establishments, as defined by the Bureau of Labor Statistics Quarterly Census of Earnings and Wages program, that received a service or, if it is an ongoing activity, are continuing to receive a service or other assistance during the reporting period (E1), AND who utilized a service anytime within the previous three years (E4). DIVIDED By Record the number of unique business customers (establishments - as defined by the Bureau of Labor Statistics Quarterly Census of Earnings and Wages program) who have received a service previously in the last three years.
- Retention with Same Employer in the 2nd and 4th Quarters After Exit, looks at FEIN data to determine if yes

Effectiveness In Serving Employers

■ *Employer Information and Support Services*

These services include, but are not limited, to providing information on:

- State and federal tax credits or workforce investment incentives (state and federal tax credits (WOTC) or workforce investment incentives);
- Customized workforce information on state, regional and local labor market conditions, industries, occupations, and the characteristics of the workforce, skills businesses need, local employment dynamics information such as workforce availability, worker supply and demand, business turnover rates, job creation, and job identification of high growth and high demand industries; and
- Proactive linkage and referral of establishments to community resources that support their workforce needs.

Effectiveness In Serving Employers

■ *Workforce Recruitment Assistance*

Activities include, but are not limited to, assisting employers to meet their human capital and skilled workforce needs by:

- Supporting employers' search for qualified candidates;
- Securing information on job requirements and providing employers with One-Stop staff support for candidate screening and pre-employment interviews at the One-Stop Career Center (or affiliate site) or on site at the place of business;
- Taking job order information and promoting the employment opportunities (e.g., advertising the opening to the workforce);
- Conducting special recruitment efforts including out-of-area or out-of-state recruitment for candidates with special skills;
- Organizing, conducting, and/or participating in job fairs;
- Providing employers with meeting/work space at the One-Stop Career Center (or an affiliate site) for screening or interviewing;
- Conducting pre-employment testing, background checks and assistance in completion of the I-9 paperwork; and
- Providing employers with job and task analysis services, and absenteeism analysis.

Effectiveness In Serving Employers

- *Engaged in Strategic Planning/ Economic Dev.*
- These activities could include, but are not limited to
 - participating in community based strategic planning;
 - sponsoring employer forums;
 - securing information on industry trends;
 - providing information for the purpose of corporate economic development planning; and
 - partnering in collaborative efforts to identify workforce challenges and developing strategies to address those challenges.

Effectiveness In Serving Employers

- *Accessing Untapped Labor Pools*
 - Activities include, but are not limited to,
 - outreach to youth, veterans, individuals with disabilities, older workers, ex-offenders, and other targeted demographic groups;
 - industry awareness campaigns;
 - joint partnerships with high schools, community colleges, or other education programs to improve skill levels; and
 - programs to address limited English proficiency and vocational training.
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Effectiveness In Serving Employers

■ *Training Services*

received publicly funded training assistance, including customized training, on-the-job training, and incumbent worker training.

■ *Incumbent Worker Training Services*

received publicly funded incumbent worker training assistance.

Effectiveness In Serving Employers

- *Rapid Response/ Business Downsizing Assistance*
 - Received an initial on-site visit or contact to either
 - (a) discuss the range of rapid response services and other assistance available to workers and employers affected by layoff, plant closures, or natural disasters, or
 - (b), as required by WIOA section 3(51) (A), plan a layoff response following notification of a current or projected permanent closure or mass layoff, including natural or other disasters.
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Effectiveness In Serving Employers

■ *Planning Layoff Response*

- Received an initial on-site visit or contact, as required by WIOA section 3(51)(A), to plan a layoff response following notification of a current or projected permanent closure or mass layoff, including natural or other disasters.
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Things Coming

- The application will be updated in MWE coming January 2017
 - PIRL is not leaving, but growing
 - November 2016 will be first submission of PIRL to DOL
 - December 2017 a WIA Close Out Report will be due
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■ Any Questions?

