Common Performance Accountability

- Common performance indicators ensure that federal investments in employment and training programs are evidence-based, data-driven, and accountable to participants and taxpayers.

- Core programs and other authorized programs are required to report on the new primary indicators.
# Primary Indicators

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

### UNDER WIA (Common Measures only)

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

### UNDER WIOA (Primary Indicators only)

1. Percent Employed 2\textsuperscript{nd} Qtr. after exit (Adult programs)
2. Placement in Employment/Education 2\textsuperscript{nd} Qtr. after exit (Youth programs)
3. Percent Employed 4\textsuperscript{th} Qtr. after exit (Adult programs)
4. Placement in Employment/Education 4\textsuperscript{th} Qtr. after exit (Youth programs)
5. Median Earnings 2\textsuperscript{nd} 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)
Adjusted Levels of Performance

- A statistical adjustment model will be used in establishing program levels of performance.
- The statistical adjustment model will take into account economic conditions and participant characteristics.
- The model will be applied at the end of a program year to adjust for actual conditions experienced.
Performance Sanctions

● A 5 percent sanction of the Governor’s reserve is applied if a state either:
  o fails to report in any given program year; or
  o fails to meet adjusted levels of performance for 2 consecutive program years.

● States will receive technical assistance, including a performance improvement plan the first year they fail to meet adjusted levels of performance.
Transparency

- Performance reports for states, local areas, and eligible training providers will be made publicly available.
- States, localities, and eligible training providers will report performance data using common templates provided by the Departments of Education and Labor.
- Eligible training providers are required to provide data on performance outcomes for all students in a training program.
The Departments of Labor and Education are required to consult with the workforce and education system in the development of the Performance Accountability provisions, with a focus on:

- Definitions of the indicators.
- Establishment of the effectiveness in serving employers indicator.
- Development of the statistical model.
- Guidelines for the establishment of a fiscal and management accountability information system.