

Performance Accountability



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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 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)



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:
 - fails to report in any given program year; or
 - 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.



Transparency

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.

