

## **Performance Accountability**

#### Presenter



# Luke Murren Office of Policy Development and Research Employment and Training Administration U.S. Department of Labor

Have a question or comment about WIOA? E-mail DOL.WIOA@dol.gov



## 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.



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## **Primary Indicators**

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

#### **UNDER WIA (Common Measures only)**

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

#### **UNDER WIOA (Primary Indicators only)**

- 1. Percent Employed 2<sup>nd</sup> Qtr. after exit (Adult programs)
- 2. Placement in Employment/Education 2<sup>nd</sup> Qtr. after exit (Youth programs)
- Percent Employed
   4<sup>th</sup> Qtr. after exit (Adult programs)
- 4. Placement in Employment/Education 4<sup>th</sup> Qtr. after exit (Youth programs)
- 5. Median Earnings 2<sup>nd</sup> Qtr. after exit (All programs)
- 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.

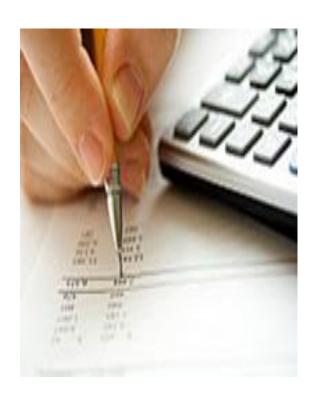


 States will receive technical assistance, including a performance improvement plan the first year they fail to meet adjusted levels of performance.



## **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.



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## **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.

