WIOA Performance Accountability System

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• 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
Who We Are

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

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WIA (Title I & III)
- Entered Employment 1st Qtr. after exit
- Employment Retention 2nd and 3rd Qtr. after exit
- Six Months Average Earnings 2nd and 3rd Qtr. after exit
- Placement in Employment/Education 1st Qtr. after exit
- Attainment of a Degree or Certificate by 3rd Qtr. after exit;
  Literacy Numeracy Gains (Youth programs)

AEFLA (Title II)
- Educational Gain
- Entered Employment 1st Quarter after exit
- Retained Employment 3rd 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 2nd Qtr. after exit
- Employment 4th Qtr. after exit
- Median Earnings
- Credential Attainment Rate
- Measurable Skills Gain
- Employer Measure
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
- Reportable Individual
- Staff Assisted Service
= Participant

Title I: WIOA Dislocated Worker Program
- Reportable Individual
- Eligibility Determination
- Staff Assisted Service
= Participant

Title I: WIOA Youth Program
- Reportable Individuals
- Eligibility Determination
- Program Element
- Assessment
= Participant

Title II: AEFLA Program
- Reportable Individuals
- Eligibility Determination
- 12 Contact Hours in AEFLA under AEFLA
= Participant

Title III: Wagner-Peyser Employment Services
- Reportable Individuals
- Staff Assisted Service
= Participant

Title IV: Vocational Rehabilitation Program
- Reportable Individuals
- Eligibility Determination
- Approved and Signed IPE
- Receiving Services
= Participant

Information as of: 11/03/2015

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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.
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”
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 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
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

<table>
<thead>
<tr>
<th>Indicator/Program</th>
<th>Title II Adult Education</th>
<th>Title IV Rehabilitation Services</th>
<th>Title I Adults</th>
<th>Title I Dislocated Workers</th>
<th>Title I Youth</th>
<th>Title III Wagner-Peyser</th>
<th>Average Indicator Score</th>
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<tbody>
<tr>
<td>Employment 2\textsuperscript{nd} Qtr. after Exit</td>
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<td>Median Earnings 2\textsuperscript{nd} Qtr After Exit</td>
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<td>Credential Attainment Rate</td>
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<td>Measurable Skill Gains</td>
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<td>Effectiveness in Serving Employers</td>
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<td>Average Program Score</td>
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</table>

(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

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Compliance & Accountability

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)
What Do You Think?

Considering these performance measures, what strategies will help us be successful?
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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