

Workforce Data Display

PRESENTER NAME: Dave Wallace

BOARD MEETING DATE: 1/11/2017

BOARD MEMBER SPONSOR NAME:

DISCUSSION TIME ALLOTTED: 45 min

ISSUE/SITUATION:	THE ISSUE/OPPORTUNITY IS: To showcase newly developed data visualizations of Workforce Board research and evaluation data.
TAP STRATEGIC PRIORITY:	SUPPORTS TAP STRATEGIC PRIORITY: A Next Generation Performance Accountability System That Shows Outcomes and Identifies Gaps: While Washington's workforce system has been a national leader in performance accountability, new federal legislation and its mandates create the opportunity to improve performance measures to better support a more integrated and coordinated service delivery system. Under WIOA's predecessor acts, Washington's annual workforce program evaluation "Workforce Training Results" has shown whether participants of the state's 12 largest workforce programs got jobs, how much they earned, the skills they obtained, and if they were satisfied with their program, among other measures.
Importance of this information:	IT IS SIGNIFICANT BECAUSE: New ways of disseminating information are needed, particularly in light of the increased breadth and ambition of the <i>Talent and Prosperity for All</i> (TAP) Plan.
OPTIMAL NEXT STEPS:	MY IDEAL OUTCOME OF THIS DISCUSSION IS: To learn how well this approach aligns with the Board's intentions for disseminating assessment data, to collect input on further development, and to leave the Board confident that we're making progress.
BACKGROUND:	RELEVANT INFORMATION: We have been focusing on new approaches to displaying our data for the next edition of Workforce Training Results using interactive website technology instead of hard copy publication. In addition we want to show how we might display cross-program information and workforce development outcomes for the barrier populations identified in WIOA and the TAP Plan.

STAKEHOLDER ENGAGEMENT:	STAKEHOLDERS HAVE PROVIDED INPUT AND THEY THINK: Not yet
NEXT STEPS:	In the coming months we hope to: <ul style="list-style-type: none">• Disseminate interactive data on Workforce Training Results through Board website• Continue to develop new ways to display our information.• Work toward expanding the number of programs, barrier groups and population denominators for which data can be consistently produced.



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Title	Near Duplication of WIOA performance Measures and State Core Measures
Staff lead	Dave Pavelchek
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Synopsis	<p>Most of the WIOA performance measures for Adult Dislocated Worker and Youth programs, which we are required to use for accountability at the State and WDC level, are similar to Washington's State Core measures, which have been used for nearly 15 years. Having separate targets and accountability for these programs--using three State measures plus four similar federal measures is unnecessarily complicated. It is expected that the Data Sharing and Performance Accountability Committee will bring a formal proposal to the next Board meeting to suspend the use of State Core measures for these (WIOA Title I) programs until implementation is substantially more advanced and comparable data for the two sets of measures can be evaluated.</p>
Guiding questions	<ul style="list-style-type: none"> • What best simplifies performance accountability for, yet is meaningful for WDC's during the implementation of WIOA/TAP?
Possible council action	<input checked="" type="checkbox"/> Information/Discussion <input type="checkbox"/> Approve/Adopt <input type="checkbox"/> Other:
Documents and attachments	<input checked="" type="checkbox"/> Brief/Report <input type="checkbox"/> PowerPoint <input type="checkbox"/> Third-party Materials <input type="checkbox"/> Other:

Near Duplication of WIOA Performance Measures and State Core Measures
Briefing for Potential Decision at March Meeting
Workforce Training Board
January 11, 2016

BACKGROUND

The first 4 WIOA performance measures for participant outcomes are very similar to Washington State's Core measures, which have been used across much of the state workforce system for nearly 15 years. These measures cover median earnings, rates of employment, and credential attainment. For much of that time, annual targets were set for many programs using these measures. This included the WIA Title 1 programs (Adult, Dislocated Worker and Youth) for which both state-level and WDC-level targets were established using a negotiation process with the WDC's. Local results under these measures were combined with results on Federal WIA measures in making annual performance awards to the WDCs, though dedicated federal funds for this purpose were not appropriated in many years.

The four federal WIOA measures are expected to track fairly closely with the State Core measures, though there remain some differences between the two sets of measures. However, it is not clear whether any of those differences will turn out to be material under WIOA's integrated service delivery model. Setting performance targets with any accuracy during the implementation years of WIOA will also be very difficult, as both the pace and the eventual participant flow patterns will continue to evolve.

Therefore, the added complication of performance expectations measured by two different sets of significantly similar metrics is hard to justify.

STATUS

The Data Sharing and Performance Accountability Committee is approaching consensus on a proposal, aiming at the March meeting for decision. Because the State Core measures continue to be in use across workforce programs that are not part of the WIOA partnership, there remains some consultation to be conducted with outside stakeholders.

LIKELY RESOLUTION

While still in development, based on the current state the Committee is likely to propose suspension of target-setting and accountability under the State Core measures for Title 1 programs, expected to last at least until implementation is more advanced and comparable data for the two sets of measures can be evaluated. There are some features of the State Core measures that may be superior to the WIOA measures, but the merits cannot be adequately evaluated in the absence of real experience with integrated service delivery and real data for both sets of measures. The State Core measures would therefore continue to be calculated as part of development of the Next Generation accountability system development. Also the State Core measures would continue to be used in the annual Workforce Training results summary under the Board state statutory responsibilities, continuing a performance assessment record that has been consistently maintained for 15 years. But there would be no accountability attached to those measures at the State or WDC level until and unless there is a Board decision, based on firm evidence, that such a change is warranted.