



WIOA Accountability & ETPL Subcommittee Meeting – March 26, 2015

Subcommittee members in attendance: **Tom O’Brien** (Eastern Washington Partnership WDC), **Dave Pavelchek** (Workforce Board), **Cynthia Forland** (ESD), **Mark Adreon** (DSB), **Phouang Hamilton** (OSPI), **Andrew Clemons** (DVR), **Kathy Cooper** (SBCTC), **Lee Anne Caylor** (Co-Chair, Business), **Chelsea Orvella** (Co-Chair, Labor)

Others attendees: **Mike Schindler** (Operation Military Family), **Scott Wheeler** (ESD), **Louisa Erickson** (DSHS), **Jeff Zahir** (WTB), **David Kaz** (Seattle Jobs Initiative), **Michael Choy** (Snohomish WDC), **Bryan Pannell** (Seattle-King WDC), **Amy Gimlin** (Southwest Washington WDC), **Alex Kosmides** (Northwest Workforce Council)

Meeting Notes

REPORT:

Current Workforce System Measurements (Dave Pavelchek)

Dave provided the following:

What is measured	For the ~Period	WIA	WIOA	STATE CORE
EMPLOYMENT/PLACEMENT	1-4 Quarters after exit	Adult, DW, Youth, Wagner-Peyser	same, plus VR, DSB, ABE	Yes
RETENTION IN EMPLOYMENT	3 Quarters after exit	Adult, DW, Wagner-Peyser	none?	
EARNINGS	2-3 Quarters after exit	Adult, DW, Wagner-Peyser	same, plus VR, DSB, ABE	Yes
CREDENTIALS	During or within year after exit	Youth	plus DW, Adult, VR, DSB, ABE - NOT Wagner-P	Yes
PROGRESS IN SKILL ATTAINMENT	During	Youth	plus DW, Adult, VR, DSB, ABE - NOT Wagner-P	

Major Unknowns

- Methods and data for measuring "Progress in Skill Attainment, especially for non-youth
- What is the threshold amount of service that makes a participant a member of the performance cohort
- Whether regulations will convert the 4th quarter Employment measure into a Retention measure
- Many other technical details
- A measure to be developed federally next year to assess effectiveness in meeting employers’ needs

REPORT:

Adult Basic Education Measurements (Kathy Cooper)

Implications for ABE, also known as Basic Education for Adults, under WIOA are mostly positive and include: a new focus on employment skills, support for I-BEST, credit for teaching math, new definitions for ELS (English as a second language) support, flexibility to use work as skills training, integration of more technology, recognition of “Leadership Funds.” ABE became a mandatory partner in WDCs and WorkSource centers.

In terms of performance measurements, WIOA aligns with what SBCTC was currently working towards. Of note, ABE currently only tracks employment outcomes for participants who indicate their participation is related to current or potential employment.

REPORT:
DVR/DSB Measurements (Mark Adreon & Andrew Clemons)

See attachment for full summary of the DVR/DSB programs.

In terms of performance measurements, VR programs were considered partners under WIA but not included in outcome measurements. Under WIOA, they will be included in state measurements. There are concerns that the emphasis on vocational outcomes in WIOA may not adequately reflect the quality and efficacy of the rehabilitative services provided by DVR and DSB. On the other hand, WIOA presents an opportunity for greater collaboration between Washington's VR agencies and the workforce development system.

Of note, current DVR and DSB participants are not "exited" until they are satisfied with their rehabilitation, which impacts performance measurements.

DISCUSSION:
Effective Response to Federal Rule-Making Process

This subcommittee may want to consider asking, in coordination with the Steering Committee, for some flexibility from the federal government in key areas before hard regulations are established. There is typically a 90-day review period after draft regulations are published by the federal government. Asking for flexibility early in that process may be helpful. It was also suggested that each sub-committee look closely at the "regs" to establish what falls under each subcommittee's purview. This is a conversation that will be further addressed by the first task force below, but all contributors to the subcommittee and its task forces should identify where we might want the option to move "outside the box" in implementing WIOA.

DISCUSSION:
Establishing the below task forces

(Based on the discussions below, subcommittee leadership and Workforce Board staff will provide further clarification before procuring members of the task forces.)

Some guiding principles/expectations were established for all task forces, including:

- Subcommittee members are not expected to sit on all of the task forces, but rather to tap the appropriate expertise from their organizations and disperse it across the task forces
- Organizations that do not sit on the subcommittee as formal members are encouraged to actively participate in the task forces
- As part of the discussions of the task forces, members are encouraged to evaluate strengths, weaknesses, opportunities and obstacles of ideas presented
- The task forces will change over time as tasks are accomplished or new needs arise
- The Subcommittee will pose to the Steering Committee the question of "what are the penalties for not meeting performance accountability measures?" as this may stretch across multiple subcommittees

Task Force: *Recommendation on whether we work within the framework of the WIOA measures as variations on the current measurement framework or rethink at the level of a complete overhaul of that framework*

It was expressed that Congress was serious about being innovative when WIA morphed into WIOA. Furthermore, several of Washington state's practices served as models for components of WIOA. This task force is encouraged to think big and creatively, with a realistic estimation of whether large-scale changes are possible. Some ideas or considerations this task force should address include, but are not limited to:

- Does the state want to continue measuring outcomes by program or work with the federal government on the possibility of measuring by population?
- Should there be a greater emphasis on numbers of people served and the outcomes vs. the percentage or rate of people served?
- Should the state core and federal measurements further align to become one set of measurements?

Task Force: Determining new Eligible Training Provider List (ETPL) standards and procedures

Governors have the option to implement a 6-month “grandfather” window until January 2016 for implementing a new ETPL process under WIOA. It will allow current standards and procedures to remain in place for 6 months while the Steering Committee, via the recommendations of this subcommittee, further evaluates the current system and make recommendations to improve it. The immediate job of this task force is to formally recommend the 6-month grandfathering option. The existing system calls for an annual review and update of some standards by June. The task force will also actively recruit members for a more substantive discussion of reforms to ETPL that must take place later in the year.

Task Force: Determining a Youth provider evaluation system

Task force members will develop recommendations on the advisability, timing and substance of the state’s response to the requirements and options in WIOA to implement performance and quality metrics for youth service providers, possibly like ETPL, and the extent to which Washington should develop guidance for the use of these metrics by local workforce partners in our state.

It was framed that this task force may morph into a similar evaluation of OJT partners. However, after more discussion, it would be more accurate to say this task force will likely be replaced with an OJT-specific task force with different members later in the year, after USDOL releases guidance on how the WIOA language on OJT evaluation should be implemented.

Task Force: Co-enrollment implications & estimating what new measures results would look like for the current system

There was discussion of whether this task force should be combined with the first but it was decided this task force will likely include more data and number crunching and the membership would reflect that dynamic.

The Task Force is to focus on getting a handle on the likely extent of possible co-enrollment in the near term, and on the effects co-enrollment is likely to have on performance measures. Part of this discussion will, however, include what co-enrollment entails. There are three “levels” of co-enrollment:

- Co-enrollment of Wagner-Peyser participants in WIA. In Washington, most WIA participants are enrolled in Wagner-Peyser, but only a small fraction of Wagner-Peyser participants are enrolled in WIA. There are several states where Wagner-Peyser enrollment in WIA is much higher. Several Washington WDCs are implementing this practice as a development of a discussion that began long before WIOA was passed.
- Co-enrollment among the core partners in WIOA (WIA, Wagner-Peyser, ABE, DVR, DSSB)
- Co-enrollment with non-core partners (such as Carl Perkins, Food Stamp Employment and Training (BFET?))

Co-enrollment may also have funding implications for partners such as VR and OSPI. Parts of this conversation may depend on whether the state has a unified or combined plan, and the federal treatment of the additional participants in a combined plan. In the meantime, this task force should start the conversation about the size of this issue, and its implication of new performance measures by looking at the extent to which multiple partners have served the same clients in recent years, and information and analysis based on the ongoing trial implementation of expanded co-enrollment of Wagner-Peyser participants in WIA.

NEXT STEPS

Establishing Task Forces:

Subcommittee leadership will work with staff to further clarify the responsibilities and scope of the task forces. A call for task force members will be publicized and meetings will start to be scheduled.

Next Meeting Dates:

Thursday, April 9th, 8:30-9:30am – Conference Call “Check-In” Meeting

Thursday, April 23rd, 9:00am-12:00pm – Association of Washington Business Building (1414 Cherry Street SE, Olympia)