

WIOA Federal Performance

Brief Overview

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Workforce Board





WIOA Federal Performance - Agenda

- 1 Why Now — Federal accountability and board oversight
- 2 What's Measured — WIOA metrics and accountable programs
- 3 What Changed — New Sanctions and Indicators
- 4 How It's Scored — Actuals, targets, and SAM adjustments
- 5 What's at Risk — Local and state sanction thresholds
- 6 What's Next — Negotiations, technical assistance, monitoring



Why Now

What Changed

- Federal performance expectations have **tightened**
- Programs are now essentially evaluated against **90% of targets** (up from 50%)
- **A single weak indicator** outcome can **affect overall sanctions** outcomes

What's at Risk

- **DOL and local corrective action** after one year of failure
- **Governor intervention** required after sustained local board failure
- **Financial sanctions** for State underperformance

Why the Board Is Seeing This

- The Board has formal **oversight responsibility** for statewide performance
- Performance outcomes can directly affect **state funding, local governance, and local certification**
- Upcoming **target negotiations** and **corrective actions** require informed oversight



What's Measured – The *Individual* Indicators

- **Employment Q2 (EQ2)**
 - Percentage of participants employed 3-6 months after program exit.
- **Employment Q4 (EQ4)**
 - Percentage of participants employed 9-12 months after program exit.
- **Median Earnings (ME)**
 - Typical wages earned between 3-6 months after program exit.
- **Credential Attainment (CAR)**
 - Percentage earning education/training credential within a year after program exit.
- **Measurable Skills Gains (MSG)**
 - Education/training progress, like completing a semester or training course.
- **NEW: Effectiveness Serving Employers (ESE)**
 - Percentage of participants employed by the *same* employer from Q2-Q4.



What's Measured – The Programs



Local Workforce Boards and Service Providers (Title IB)

Adult | Dislocated Worker | Youth

→ **All required performance indicators apply (except ESE)**



Department of Social and Health Services (Title IV)

Division of Vocational Rehab

→ **All required performance indicators apply (except ESE)**



Department of Services for the Blind (Title IV)

Department of Services for the Blind

→ **All required performance indicators apply (except ESE)**



State Board for Community and Technical Colleges (Title II)

Adult Education (AEFLA)

→ **ERQ2 | MSG**



Employment Security Department (Title III)

Wagner-Peyser

→ **ERQ2 | ERQ4 | Median Earnings**



What Changed – New Indicator and Overall Scores

SBCTC(Title II)

Adult Education (AEFLA)

→ **MSG**

DSHS(Title IV)

DVR

→ **MSG**

DSB(Title IV)

DSB

→ **MSG**

LWDB(Title IB)

Adult | DW | Youth

→ **MSG**

Overall Program Score

Titles I & IV

→ **Average All
Indicators**

Overall Indicator Score

Titles I-IV

→ **Average EQ2 & MSG**



What Changed – WIOA Performance Expectations Over Time

Title IB - ADW & Youth - LWDB	PY 20	PY 21	PY 22	PY 23	PY 24
EQ2 (50%)	Yes	Yes	Yes	Yes	Yes
EQ4 (50%)	No	No	Yes	Yes	Yes
ME Q2 (50%)	Yes	Yes	Yes	Yes	Yes
CAR (50%)	No	No	Yes	Yes	Yes
MSG (50%)	No	No	No	No	Yes
Overall Program Score (90%)	No	No	No	No	Yes
Overall Indicator Score (90%)	No	No	No	No	Yes

Title II - Adult Ed - SBCTC	PY 20	PY 21	PY 22	PY 23	PY 24
EQ2 (50%)	No	No	No	No	Yes
EQ4 (50%)	No	No	No	No	No
ME Q2 (50%)	No	No	No	No	No
CAR (50%)	No	No	No	No	No
MSG (50%)	No	No	No	No	Yes
Overall Program Score (90%)	No	No	No	No	No
Overall Indicator Score (90%)	No	No	No	No	Yes

Title III - Wagner Peyser - ESD	PY 20	PY 21	PY 22	PY 23	PY 24
EQ2 (50%)	Yes	Yes	Yes	Yes	Yes
EQ4 (50%)	No	No	Yes	Yes	Yes
ME Q2 (50%)	Yes	Yes	Yes	Yes	Yes
CAR (50%)	No	No	No	No	No
MSG (50%)	No	No	No	No	No
Overall Program Score (90%)	No	No	Yes	Yes	Yes
Overall Indicator Score (90%)	No	No	No	No	Yes

Title IV - Voc Rehab - DVR&DSB	PY 20	PY 21	PY 22	PY 23	PY 24
EQ2 (50%)	No	No	Yes	Yes	Yes
EQ4 (50%)	No	No	Yes	Yes	Yes
ME Q2 (50%)	No	No	Yes	Yes	Yes
CAR (50%)	No	No	Yes	Yes	Yes
MSG (50%)	No	No	No	No	Yes
Overall Program Score (90%)	No	No	No	No	Yes
Overall Indicator Score (90%)	No	No	No	No	Yes



Actuals vs. Scores: What's the Difference?

Actuals

Actual Outcomes (or Actuals) show **how many participants actually met the federal performance measures**, expressed as a percentage (or as median earnings, where applicable).

Example:

- 100 people participated in the Adult program this year.
- 68 of them were employed in the **second quarter after exiting** the program.

Result:

- **Employment Rate, 2nd Quarter after Exit (EQ2) = 68%**

Actuals = the share of participants who achieved the required federal results.



Actuals vs. Scores: What's the Difference?

Score

The **Score** shows **how close we came to the *target* we agreed to with the U.S. Department of Labor (DOL).**

Example:

- 100 people participated in the Adult program.
- 68 were employed in the **second quarter after exit** (an actual of **68%**).
- The negotiated target with DOL was **64.6%**.

Result:

- **Score = 68% ÷ 64.6% = 105%**
- This means we **exceeded our negotiated target.**



How It's Scored – Statistical Adjustment Model (SAM)

A Statistical Adjustment Model (SAM) is a method used to adjust performance targets so programs are judged fairly, given the conditions they operate under.

The SAM adjusts our targets up or down depending on:

- **who we serve** and
- **what the economy looks like**



If the economy is **struggling** or customers have **major barriers**
→ **SAM lowers our expected target**

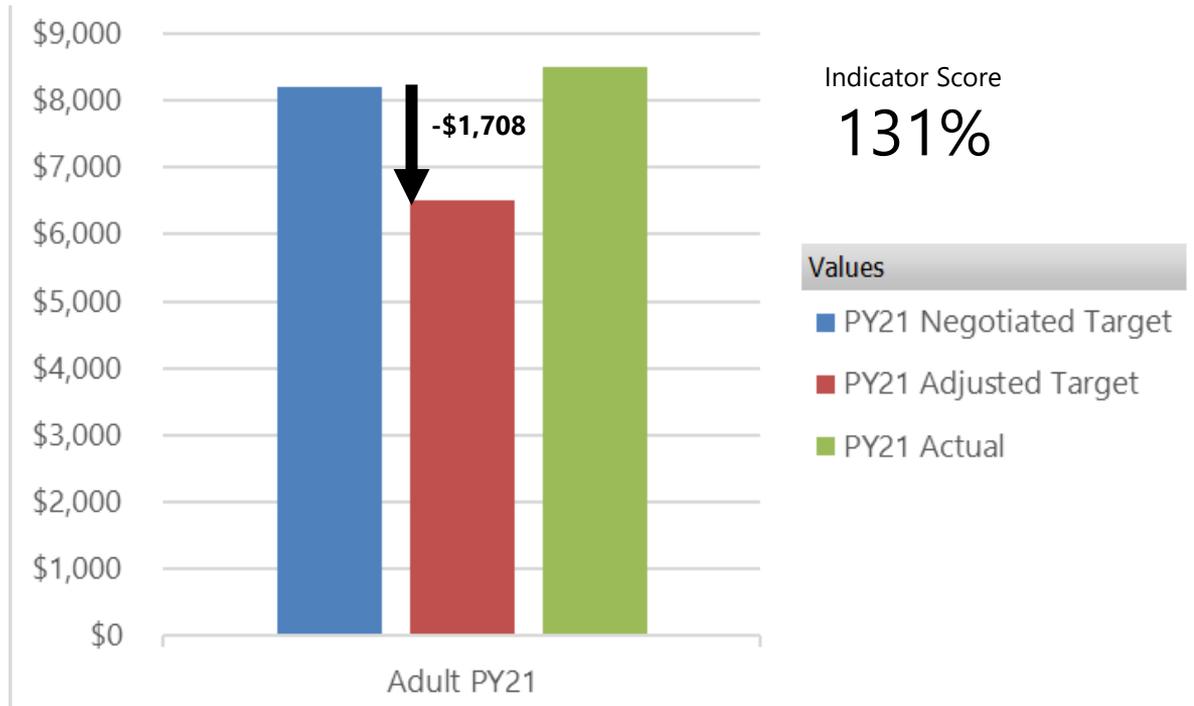


If the economy is **strong** and customers have **fewer barriers**:
→ **SAM raises our expected target**



How It's Scored – PY21 Adjustment

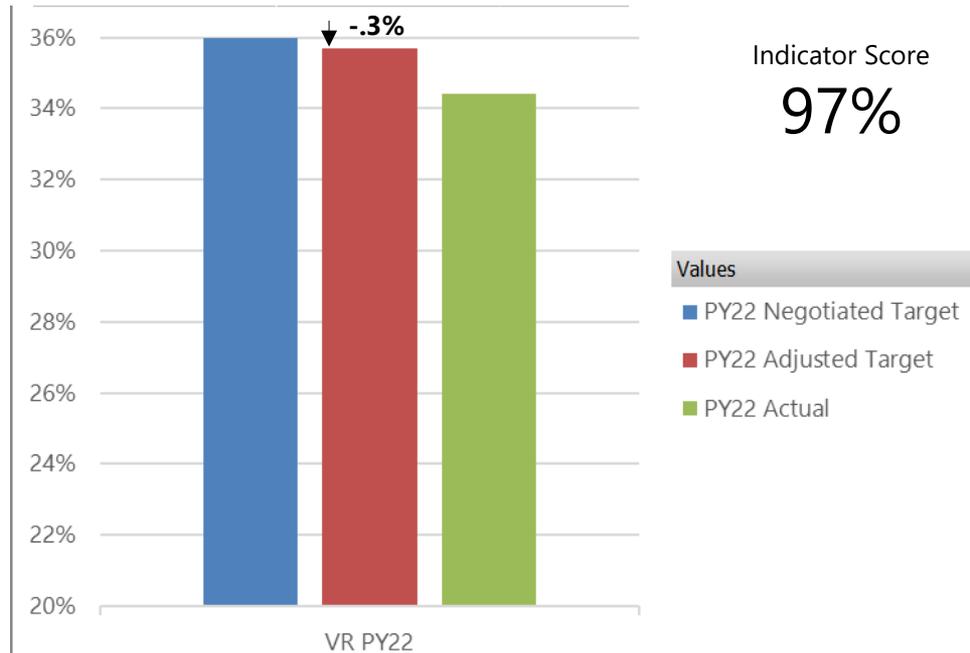
WIOA Adult - Median Earnings





How It's Scored – PY22 Adjustment

DVR & DSB - Employment Q4

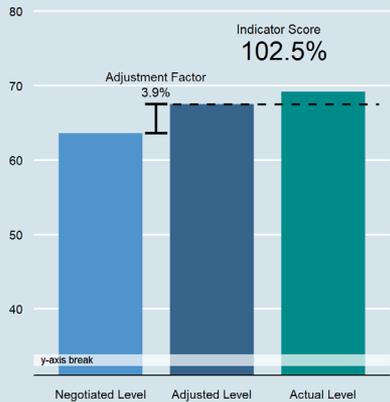




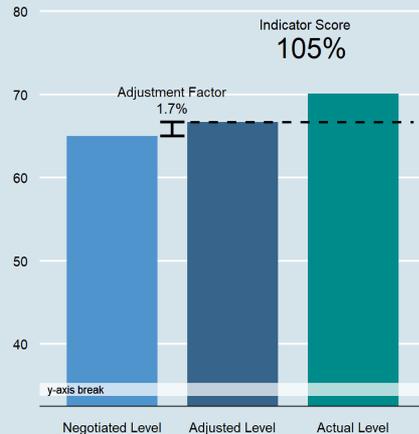
How It's Scored – PY23 Adjustment

WIOA Adult Program

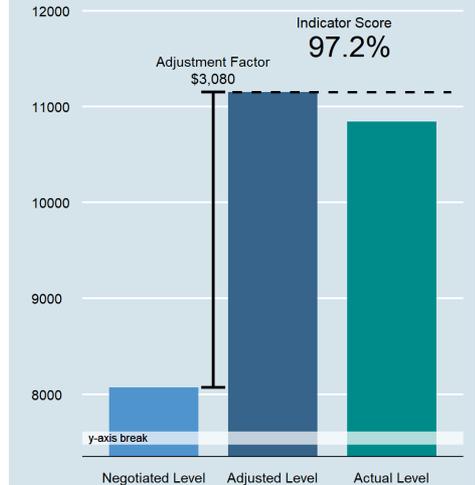
Employment Rate 2nd Quarter after Exit



Employment Rate 4th Quarter after Exit



Median Earnings 2nd Quarter after Exit



Credential Attainment Rate



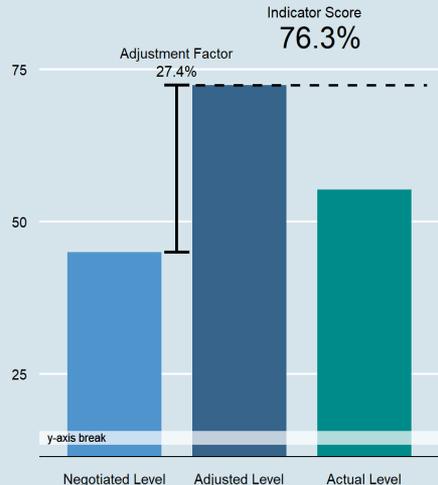
Employment Rate 4th Quarter after Exit



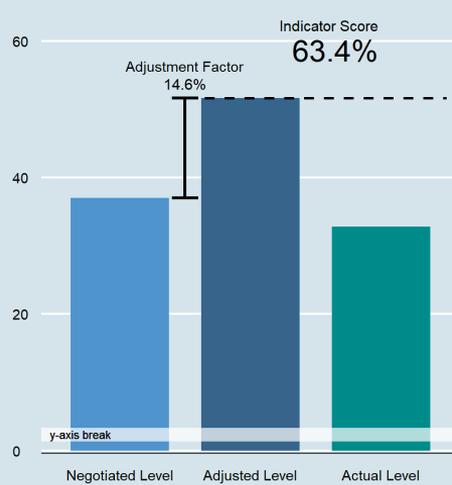
How It's Scored – PY23 Adjustment

Division of Vocational Rehabilitation & Department of Services for the Blind

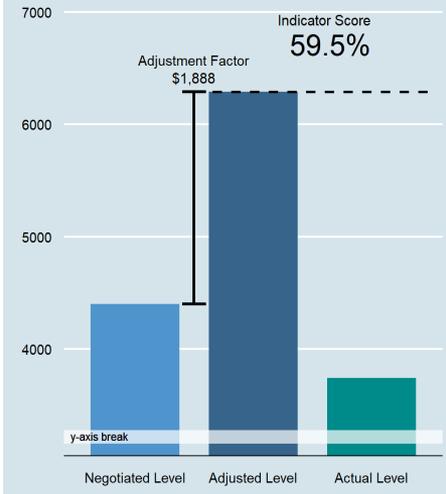
Employment Rate 2nd Quarter after Exit



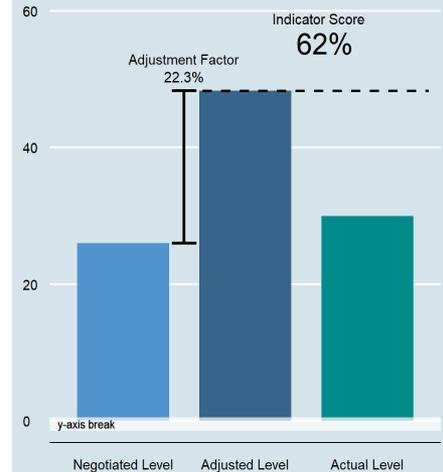
Employment Rate 4th Quarter after Exit



Median Earnings 2nd Quarter after Exit



Credential Attainment Rate





What's at Risk – Local Sanctions

- **1-year failure:** Corrective action plan required; no penalty.
- **2 consecutive years of failure:** Continued corrective plan; may result in a recommendation not to recertify the local area.
- **3 consecutive years of failure: Federal law requires the Governor to intervene.**
 - Governor's required reorganization plan *may* include:
 - Replacing the Local Workforce Board
 - Stopping the use of low-performing providers or partners
 - Any other significant action the Governor deems necessary



What's at Risk – State Sanctions

- **1 year failure:** Corrective action plan required; no penalty.
- **2 consecutive years of failure:** 5% reduction to the Governor's Reserve
- **Each additional consecutive year of failure:** The same 5% reduction continues to apply each year.
- **Important clarifications:**
 - Only one 5% reduction may be applied in a single program year.
 - Reductions do not stack or compound across years.
 - The 5% reduction remains in effect annually until performance improves.

Note: A separate 10% reduction may apply if the state both fails performance for two consecutive years and fails to submit a complete or timely annual performance report for the same program year (20 CFR 677.195(b)).



WIOA Performance Negotiations: **Federal to State Staff**

WTB & ESD

WTB and ESD Staff work together to analyze data to estimate what outcomes are realistically achievable statewide.

In May, the **U.S. Department of Labor (DOL)** schedules negotiations for **Adult, Dislocated Worker, Youth and Wagner Peyser**.

During those discussions, we review **DOL's** proposed targets, push back when needed, and agree on final targets.

The final negotiated targets are submitted in June.

DVR & DSB

DVR and DSB Staff analyze data to estimate what outcomes are realistically achievable statewide.

In May, the **Rehabilitation Services Administration (RSA)** schedules negotiations for **Vocational Rehab and Services for the Blind**.

During those discussions, they review **RSA's** proposed targets, push back when needed, and agree on final targets.

The final negotiated targets are submitted in June.

SBCTC

SBCTC Staff analyze data to estimate what outcomes are realistically achievable statewide.

In May, the **Office of Career and Technical Education (OCTAE)** schedules negotiations for **Adult Education**.

During those discussions, we review **OCTAE's** proposed targets, push back when needed, and agree on final targets.

The final negotiated targets are submitted in June.



WIOA Performance Negotiations : WTB Staff to LWDB

WTB staff analyze data to estimate what Adult, DW, & Youth programs can realistically achieve in each Local Workforce Development Area.

In June–July, one-on-one target discussions take place with the Employment Security Department (ESD) and each Local Workforce Development Board (LWDB).

WTB staff propose a target; ESD/LWDBs can accept it or suggest an alternative.

Once agreed, final targets are submitted in September.



Corrective Action Efforts

Youth MSGs and Credentials:

- Staff are exploring ways to be more **intentional** in coordinating local and state performance target **negotiations**.
- MSG/CAR **Technical Assistance** development from ESD GMO.
- Tracking and promoting local **data cleanup tools**.
- Transitioning in May to **WaWorks** case management system better aligned with DOL performance reporting.

Vocational Rehab MSG and Median Earnings

- **Employer Listening** Sessions.
- Developing improved **tools to monitor data cleanup** needs
- Developed a workgroup to address median earnings performance improvement

QUESTIONS?

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