

WIOA Performance and Reporting

2015 Technical Assistance and Training Conference

Helena, Montana

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EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

The Workforce Innovation and Opportunity Act

Presenters

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Today's Topics –

- Timeline Check
- Common Performance Accountability
- Information Collection Request (ICR)
- Transparency
 - WIOA Primary Indicators
 - Adjusted Levels of Performance
 - Performance Sanctions
 - Definitions and Concepts
- WIOA Resources



Key Statutorily Required Implementation Dates:

Attachment B, TEN 5-14 – WIOA Announcement and Initial Informational Resources; July 22, 2014

July 22, 2015	Template for performance reports by state, local, and Eligible Training Providers must be developed by Secretaries of Labor and Education (within 12 months after the date of enactment)
On or before September 21, 2015	Document ID: ETA-2015-0007 Comment Request for Information Collection for the WIOA Performance Management, Information, and Reporting System (OMB Control No. 1205-0NEW)
<i>Early 2016</i>	DOL, ED and HHS must publish Final Rules to implement WIOA
March 3, 2016	Deadline for State Unified Plan submission (120 days before 2 nd full PY)
March 3, 2016	Levels for new performance indicators are negotiated as part of approval of State Unified Plans
June 30, 2016	DOL and ED must develop performance indicator relating to effectiveness in serving employers (prior to 2 nd full PY)
July 1, 2016	Implementation of Performance Reporting System



Common Performance Accountability

Why common performance indicators?

- To ensure that federal investments in employment and training programs are:
 - evidence-based,
 - data-driven, and
 - accountable.
- Core and other authorized programs are required to report on the new primary indicators.



Common Performance Accountability

Core and Other Authorized Programs --

In addition to Adult, Dislocated Worker and Youth WIOA programs, these WIOA measures apply to:

1. Adult Ed & Literacy under Title II
2. Wagner-Peyser (Adult Measures Only and New Employer Measure)
3. Selected programs under Title I of Rehabilitation Act of 1973
4. Job Corps – (Youth Measures and possibly New Employer Measure)



Reminder! ICR is Still Open

...until September 21, 2015



Information Collection Request (ICR)

WIOA Performance Management, Information, and Reporting System

- OMB Number: 1205–0NEW
- Document ID: ETA-2015-0007
 - Federal Register **Notice**
 - Supporting Documents



You are encouraged to comment!



Supporting & Related Materials in the ICR

- **Joint Performance ICR Supporting Statement** - ID: ETA-2015-0007-0002
- **WIOA Participant Individual Record Layout (PIRL)** - ID: ETA-2015-0007-0009
- **Data Element Specifications** - ID: ETA-2015-0007-0006
- **WIOA Statewide Performance Report Template** - ID: ETA-2015-0007-0004
- **ETP Performance Report Template** - ID: ETA-2015-0007-0005



Make a difference. Submit your comments and let your voice be heard.



SEARCH for: Rules, Comments, Adjudications or Supporting Documents:

ETA-2015-0007|



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Transparency



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

The Workforce Innovation and Opportunity Act

Transparency – Broad Idea

The Broad Idea of Transparency –

- Performance reports **will be made publicly available**
- Report data **will use a common template**
(provided by the Departments of Education and Labor)
- ETPs are required to provide data on **performance outcomes for all students** in a training program.
- DOL and ED required to **consult with workforce and education system** in developing Performance Accountability provisions



Transparency - Drilldown

Drilldown into...

Performance reports **will be made publicly available**

Data collected in the WIOA Annual State and Local Area Performance Reports;
and WIOA Eligible Training Provider (ETP) Performance Reports

To be published annually on:

www.doleta.gov/performance (Adult, Dislocated Worker, and Youth programs under Title I and the Wagner-Peyser Act program under Title III);

<https://rsa.ed.gov/> (Vocational Rehabilitation Services program under Title IV); and

<http://www.ed.gov/about/offices/list/ovae/resource/index.html>
(Adult Education and Family Literacy Act program under Title II).



Transparency - Drilldown

Drilldown into ...

Report data **will use a common template**
(provided by the Departments of Education and Labor)

- Section 116(d)(2) of WIOA mandates that the Secretaries of Labor and Education develop a template for performance reports



Transparency - Drilldown

Drilldown into ...

ETPs are required to provide data on **performance outcomes for all students** in a training program.

Two approaches under consideration for Grantees:

1. Complete the ETP reports using the proposed template and provide DOL with the appropriate location of the report; or
2. Send aggregated data to DOL; DOL could compile, format, and display in a standardized user-friendly template and make available

- ❖ **Comments requested on the relative merits of each approach...**



Transparency – Drilldown

Drilldown into ...

DOL and ED required to **consult with workforce and education system** in developing Performance Accountability provisions to focus on:

- **Definitions of indicators**
- Establishment of **effectiveness in serving employers** indicator
- Development of **statistical adjustment model**
- **Guidelines** for establishing a fiscal and management accountability information system



Transparency – Drilling Deeper

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

UNDER WIA (Common Measures only)

Adult Programs --

1. Entered Employment (1st Q)
2. Employment Retention (2nd & 3rd Q)
3. 6 Months Average Earnings (2nd & 3rd Q)

Youth Programs --

4. Placement in Employment/Education (1st Q)
4. Attainment of a Degree or Certificate (by 3rd Q)
4. Literacy Numeracy Gains

UNDER WIOA (Primary Indicators only)

1. Percent Employed 2nd Qtr. after exit (Adult Prgs.)
2. Percent Employed 4th Qtr. after exit (Adult Prgs.)
3. Placement in Employment/Education 2nd Qtr. after exit (Youth Programs)
4. Placement in Employment/Education 4th Qtr. after exit (Youth Programs)
5. Median Earnings 2nd Qtr. after exit (All programs)
6. 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)



Transparency – Drilling Deeper

Drilling deeper into ...

- Establishment of **effectiveness in serving employers** indicator

*TO BE DEVELOPED -
prior to the second full
Program Year*

*According to TEN 5-14 timeline by:
June 30, 2016*



Transparency – Drilling Deeper

**Drilling deeper into ...
Development of statistical adjustment model**

A statistical adjustment model will –

- **be used before the program year** to establish negotiated targets.
- **take into account** economic conditions and participant characteristics.
- **be applied at the end of a program year** to adjust for actual conditions experienced.



Transparency – Drilling Deeper

Drilling deeper into ...

- **Guidelines** for establishing a fiscal and management accountability information system
- Available for commenting...
 - Participant Individual Record Layout (PIRL)
 - Data Element Specifications
 - State and Local Area Annual Report Template
 - ETP Performance Report Template



WIOA – PARTICIPANT INDIVIDUAL RECORD LAYOUT (PIRL)

No.	DATA ELEMENT	TYPE OF DATA ¹	DATA ELEMENT DEFINITIONS/INSTRUCTIONS	CODE VALUE
100	Unique Individual Identifier	AN 12	Record the unique identification number assigned to the participant. At a minimum, this identifier for a person <u>must</u> be the same for every period of participation.	XXXXXXXXXXXX
101	State Code of Residence	AN 2	<p>Record the 2-letter FIPS alpha code of the state or territory of the primary domicile of the participant. For example, the State of Alabama would be represented as "AL." Primary domicile is that location established or claimed as the permanent residence or "home" of the participant.</p> <p>If primary domicile is outside the United States, use the following numeric codes: 77 = All Other Countries 88 = Mexico 99 = Canada</p> <p>For persons on active military duty, states should record the two-letter Air/Army Post Office (APO) or Fleet Post Office (FPO) as defined by the Military Postal Service Agency. AE (ZIPs 09xxx) for Armed Forces Europe which includes Canada, Middle East, and Africa AP (ZIPs 962xx - 966xx) for Armed Forces Pacific AA (ZIPs 340xx) for Armed Forces (Central and South) Americas</p>	XX
200	Date of Birth	DT 8	<p>Record the participant's date of birth. Leave blank if data is not available. NOTE: Field is mandatory for Vocational Rehabilitation (RSA).</p>	YYYYMMDD
201	Gender	IN 1	<p>Record 1 if the participant indicates that he is male at program entry. Record 2 if the participant indicates that she is female at program entry. Record 9 if the participant does not self-identify gender at program entry. Leave blank if the data is not available.</p>	1 = Male 2 = Female 9 = Participant did not self-identify



WIOA – DATA ELEMENT SPECIFICATIONS

Report Item No.	Identifier (Definition)	Plain Text Specifications	Technical Specifications (Refer to Supporting Statement for Details on the WIOA Joint Data Element Specifications)
1	Participants Served (Career Services)	Count of participants served during the period of the report who received Career Services only.	Count of UNIQUE RECORDS where ((Funding Stream ¹) and (RECEIVED TRAINING = 0)) and ((DATE OF PROGRAM ENTRY <= end of the report period) and (DATE OF EXIT => beginning of the report period or DATE OF EXIT is null))
2	Participants Exited (Career Services)	Count of participants for individuals who exited from services during the period of the report where individuals received Career Services Only.	Count of UNIQUE RECORDS where ((Funding Stream) and RECEIVED TRAINING = 0)) and DATE OF EXIT is within the reporting period.
3	Funds Expended (Career Services)	Total Amount expended on count of participants during the period of the report for individuals who received Career Services Only during the period of the report.	Total Amount Expended for the count of UNIQUE RECORDS where ((Funding Stream) and (RECEIVED TRAINING = 0)) and ((DATE OF PROGRAM ENTRY <= end of the report period) and (DATE OF EXIT => beginning of the report period or DATE OF EXIT is null))
4	Cost Per Participant Served (Career Services)	Funds Expended divided by count of participants served during the period of the report who received Career Services only	(Total Amount Expended for the count of UNIQUE RECORDS where ((Funding Stream) and (RECEIVED TRAINING = 0)) and ((DATE OF PROGRAM ENTRY <= end of the report period) and (DATE OF EXIT => beginning of the report period or DATE OF EXIT is null))) divided by (count of UNIQUE RECORDS where (Funding Stream) and (RECEIVED TRAINING = 0)) and ((Date of Program Entry <= end of the report period) and (DATE OF EXIT => beginning of the report period or DATE OF EXIT is null)))



WIOA – ANNUAL STATEWIDE PERFORMANCE REPORT TEMPLATE

STATE:	PROGRAMS: (select one):
Title I Local Area:	Title I Adult <input type="checkbox"/>
	Title I Dislocated Worker <input type="checkbox"/>
	Title I Youth <input type="checkbox"/>
	Title III Wagner-Peyser <input type="checkbox"/>
PERIOD COVERED:	Title II Adult Education <input type="checkbox"/>
(Required for most recent and three preceding program years.)	Title I and Title III combined <input type="checkbox"/>
	Title IV Vocational Rehabilitation <input type="checkbox"/>

Services/Other	Participants Served	Participants Exited	Funds Expended	Cost Per Participant Served
Career Services				
Training Services				

Percent training-related employment¹:	Number of participants enrolled in more than one core program:	Percent Admin Expended:

Characteristic / Indicator	Total Participants Served	Total Participants Exited	Employment Rate (Q2) ²		Employment Rate (Q4) ²		Median Earnings		Credential Rate ³		Measurable Skill Gains ³		Effectiveness In Serving Employers
			Target		Target		Target		Target		Target		
			Num	Rate	Num	Rate	Num	Rate	Num	Rate	Num	Rate	
Total Statewide			Actual		Actual		Actual		Actual		Actual		
			Num	Rate	Num	Rate	Num	Rate	Num	Rate	Num	Rate	
14 - 15													
16 - 18													



WIOA – ELIGIBLE TRAINING PROVIDER (ETP) PERFORMANCE REPORT TEMPLATE

LOCATION: TIME PERIOD: Annual NAME OF PROVIDER: _____ PROGRAM OF STUDY: _____ TYPE OF ENTITY: _____ PERIOD COVERED: _____ THREE PRECEDING PROGRAM YEAR HISTORICAL REPORTS: (Submit links to reports here.)	PROGRAMS: WIOA ADUL
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TYPE OF STUDENT	Total Served	Total Number of Students Exited	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate - Exitters	Employment Rate Completers (Q)
All Students in Program	The total number of students for this training program.	The total number of students who completed, or withdrew from a program of study or equivalent and have no planned gap in service and no future services planned, excluding follow up, in the reporting period	Number of exitters during the reporting period who are employed during the second quarter after exit (numerator) divided by the number of exitters during the reporting period (denominator) multiplied by 100 and reported as a percentage.	Number of exitters during the reporting period who are employed during the fourth quarter after exit (numerator) divided by the number of exitters during the reporting period (denominator) multiplied by 100 and reported as a percentage.	For all exitters in a program of study where a wage match occurred, report the wage that is at the midpoint between the highest and lowest wage earned in the second quarter after exit	Number of participants who exited that were in a postsecondary education or training program and who obtained a recognized postsecondary credential during the program or within one year after exit; plus the number of participants who exited that were in a secondary education program and who obtained a secondary school diploma or its equivalent during the program or within one year after exit AND who were also employed or enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit (numerator), divided by the number of participants who exited and were in a postsecondary education or training program; plus the number of participants who exited and were in a secondary education program (at or above the 9th grade level) without a high school diploma or equivalent (denominator).	The number of ex during the report period who are employed during second quarter after exit (numerator) divide the number of ex during the report period (denominator)
WIOA Participants	The total number of WIOA participants who received training services through each of the adult program and the dislocated worker program in the reporting period	The total number of WIOA participants who who completed, or withdrew from a program of study or equivalent in the reporting period	NA	NA	NA	NA	NA



Performance Sanctions

How Can a Sanction Occur?

- 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.



- Technical assistance is provided to states the first year they fail to meet adjusted levels of performance.



Effectiveness of WIOA's Core Programs

The WIOA data collection formats permit the Departments to –

- evaluate program effectiveness,
- monitor compliance with statutory requirements,
- analyze participant activity, and
- comply with OMB efforts to streamline Federal performance reporting



Table 1. State Program Score and State Indicator Scores

Indicator/Program	Title II Adult Education	Title IV Rehabilitative Services	Title I Adults	Title I Dislocated Workers	Title I Youth	Title III Wagner-Peyser	Average Indicator Score
Employment 2 nd Quarter After Exit							1
Employment 4 th Quarter After Exit							2
Median Earnings 2 nd Quarter After Exit							3
Credential Attainment Rate							4
Measurable Skill Gains							5
Effectiveness in Serving Employers							6
Average Program Score	7	8	9	10	11	12	-



Other Program-Specific Data Reporting

Currently-approved program-specific data reporting Control Numbers that will continue:

- 1205-0420, Workforce Investment Act Management Information and Report System (**ETA 9090 and ETA 9091**)
- 1205-0240, Labor Exchange Reporting System (**ETA 9002 and VETS 200**)
- 1830-0027, Measures and Methods for the National Reporting System for Adult Education
- 1820-0508, RSA-911 Case Service Report



Key Definitions and Concepts



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Definition of a “Participant”

Participant —

Those (individuals) who have received staff-level services within the program year, or have received vocational rehabilitation services under a signed individualized plan for employment. *

* Federal Register / Vol. 80, No. 140 / July 22. 2015/ Notices



Definition of an “Exited Individual”

An individual will be considered to have exited after they have gone 90 days without service, and with no future services scheduled.



“Exited Individual” Examples

Example #1 --

- Individual returns for additional services after the 90 days—within the same program year and exits in that same program year— the individual’s exit date will be changed to reflect only the last exit date in that program year.



“Exited Individual” Examples (Cont’d)

Example #2 --

- If the individual exits in a subsequent program year, they would be counted as a new participant for purposes of that subsequent program year.

NOTE: Counting unique individuals in this manner will allow an unduplicated count of participants in the accountability and reporting system.



Impact on Quarterly Reporting Results

Regarding the Exiting methodologies --

- The Departments understand methodologies may affect quarterly reporting results and counts of services rendered early in the program year for those core programs that submit quarterly reports.
- ❖ Comments requested on the potential impact on individual states and local areas ...



WIOA RESOURCES

Department of Labor Resources:

- www.doleta.gov/WIOA
- wdr.doleta.gov/directives/

Department of Education Resources:

OCTAE:

<http://www2.ed.gov/about/offices/list/ovae/pi/AdultEd/wioa-reauthorization.html>

RSA: <https://rsa.ed.gov/display.cfm?pageid=441>



WIOA RESOURCES

Technical Assistance and Training

- Visit www.workforce3one.org/
 - Online Training - WIOA sessions
 - Tools
 - Quick Start Action Plans (QSAPs)
 - Previously recorded webinars
 - Transcripts and Downloadable PowerPoint Presentations



Have a question or comment about WIOA?

E-mail: **DOL.WIOA@dol.gov**



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Thank you for your time!



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