

What Superpower Do You Wish You Had?

- Super Strength
- Super Speed
- Teleportation
- Reading Minds Invisibility
- Telepathy
- Controlling the Weather
- Seeing the Future



Tell us in the Chat why you chose your Superpower of desire.

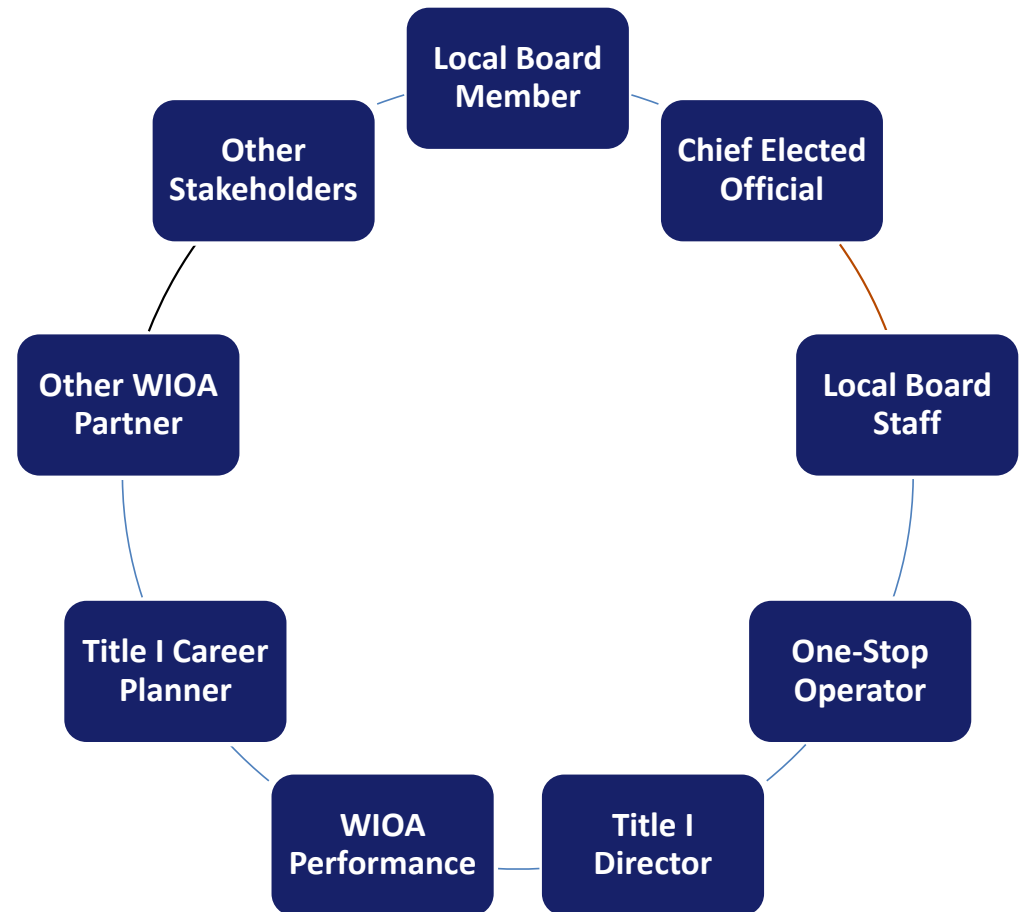


PY2020 Performance and Statistical Adjustment Model – Recap & Next Steps

June 29, 2022

The WIOA Performance Team

What is Your Role in the WIOA System?



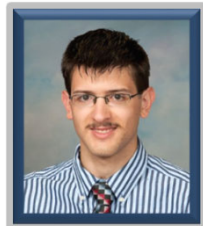


Today's Presenters



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The Performance Roundtable Improved Your Confidence in the Direction of SAM Developments.

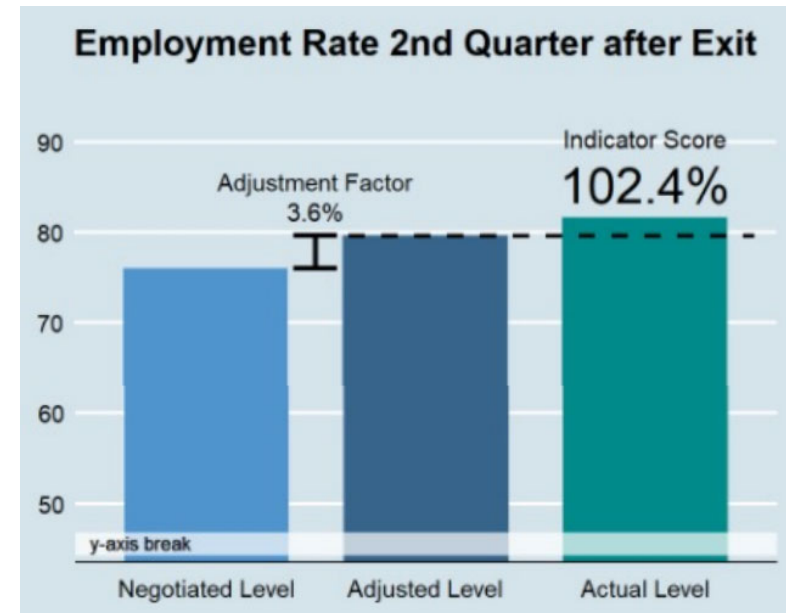
- Strongly Agree
- Agree
- Neither Agree or Disagree
- Disagree
- Strongly Disagree
- Unable to Attend a Roundtable



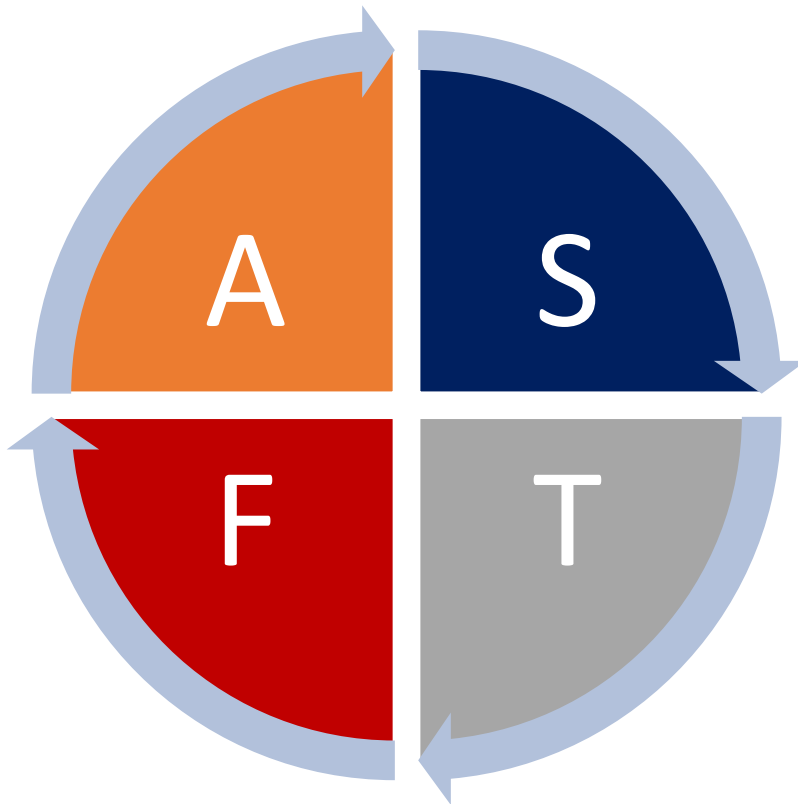


Statistical Adjustment Model

- Overview
 - WIOA Statistical Adjustment Model
 - SAM Performance Goal Adjustment Process
 - PY20 Illinois SAM
 - Preparing for PY21 SAM
- Required by WIOA (Section 116)



Statistical Adjustment Model



- Goals of Illinois Approach
 - Simplicity
 - Transparency
 - Fairness
 - Accuracy



Statistical Adjustment Model

- Goal: Adjust Performance Goals to Account for Changes
 - Participant Characteristics
 - Demographics
 - Barriers to Employment
 - Economic Conditions
 - Mix of Employment Sectors
 - Unemployment Rate
- The model quantifies how, and to what extent, these factors affect levels of performance
- The goal of the approach is to account for these factors, and separate them from other factors that program administrators are able to control



Statistical Adjustment Model

- Multiple Linear Regression
 - One outcome (performance metrics)
 - Multiple predictor variables
 - Regional fixed effects
- Each predictor variable has a coefficient attached
 - Some are positive- expected higher outcome
 - Some negative- expected lower outcome
- Characteristics change within LWIAs
 - Changes are weighted by coefficients
- Adjustment factor- sum of weighted changes



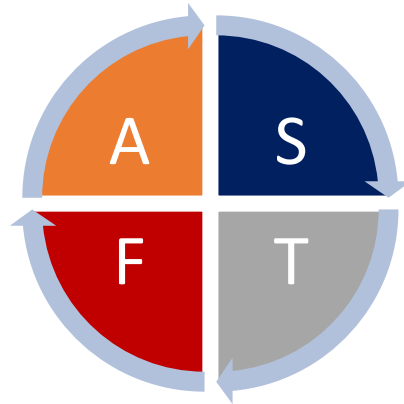
Illinois PY 2020 SAM

- Illinois models were created based on **PY2019 data**
 - Participant characteristics
 - Economic conditions
 - Actual exiter outcomes (employment and earnings)
- Adjusted Performance Levels calculated based on **PY2020 data**
 - Differences between **PY19 and PY20**
- Released to LWIBs in April 2022
 - Hold Harmless Policy
- **PY2021 SAM process in beginning stages**



Development of PY 2021 SAM

- Models will be created based on **PY2019/PY2020 data**
 - Participant characteristics
 - Economic conditions
 - Actual exiter outcomes (employment and earnings)
- Adjusted Performance Levels calculated based on **PY2021 data**
 - Differences between **PY20 and PY21**
- Goals
 - **Simplicity**
 - **Transparency**
 - **Fairness**
 - **Accuracy**





Development of PY 2021 SAM

- PY2021 SAM Process Goals: Simplicity
 - Reduce the number of variables used in the model
 - Variables that apply to a very small number of exiters (i.e. Displaced Homemaker)
 - Fewer regional economic condition measures
 - Remove exiter count
- PY2021 SAM Process Goals: Transparency
 - Make the data used more clear
 - Share exiter files with LWIAs prior to the adjustment process
 - Match participants used in outcomes calculations with what is seen in IPATS
 - Include input from LWIA performance experts in the model building process



Development of PY 2021 SAM

- PY2021 SAM Process Goals: Fairness
 - Better account for regional differences (i.e. urban vs. rural)
 - Consider COVID impacts in the process
 - Better variable selection for economic conditions
 - Evaluate the use of limits to the size of adjustments
- PY2021 SAM Process Goals: Accuracy
 - Make the data used more clear
 - Provide documentation about source of data
 - Provide opportunities for data validation
 - Share exiter files with LWIAs prior to the adjustment process
 - Match participants used in outcomes calculations with what is seen in IPATS



Development of PY 2021 SAM

- PY2021 SAM Process Goals: Not Feasible
 - Separate models for each LWIA
 - Different interpretations of the model for each LWIA
 - Selective/variable use of variable coefficients



Which Component of the SAM has been the Most Difficult to Grasp/Understand?

- How the Data is Collected
- How the Adjusted Scores are Computed
- The Selected Variables and How they are Weighted
- How the SAM is Helpful to Performance Outcomes
- Why the SAM is Required





WIOA Statistical Adjustment Model Contacts



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WIOA Title I State Performance Negotiation

- DOL, **TEGL 11-19** requires ILDCEO and USDOL to negotiate on WIOA performance; negotiation occurs every two years *(PY20/PY21 last negotiated rates)*
- Fifteen Indicators of Performance are Negotiated
 - Three (3), Title I Programs (Adult, Dislocated Worker, and Youth)
 - Five (5), Performance Indicators:
 - Employment (or Education for Youth) Rate 2nd Quarter after Exit
 - Employment (or Education for Youth) Rate 4th Quarter after Exit
 - Median Earnings 2nd Quarter
 - Credential Attainment Rate 4th Quarter after Exit
 - Measurable Skill Gains



WIOA Title I State Performance Negotiation

- WIOA Levels of Performance Terms per TEGL 11-19
 - **Expected (or Proposed) Levels of Performance**
 - State submitted proposed goals to DOL in the PY22-23 Unified State Plan Modifications on March 15, 2022
 - **Negotiated Levels of Performance**
 - IL WIOA Title I negotiated with US DOL Region V Project Officer to agree on the PY22/PY23 negotiated rates on June 2, 2022
 - PY22/ PY23 negotiated rates go into effect at the beginning of PY2022; the data to be collected July 1, 2022-June 30, 2023 is first full year of data utilizing the PY22/PY23 negotiated rates
 - **Adjusted Levels of Performance**
 - DOL Statistical Adjustment Model (SAM) is applied to all fifteen negotiated levels of performance outcomes at end of program year,
 - i.e. PY2022 data will have SAM applied late fall to winter of calendar year 2023
 - purpose of SAM is to adjust the levels of performance to reflect actual characteristics of participants served and the actual economic conditions experienced



WIOA Title I State Performance Negotiation

- Mandatory DOL Negotiations Factors (116(b)(3)(A)(v) of WIOA that must be applied by the state: *(WIOA does not specify more or less weight on any specific factor)*
 1. **Compare IL Negotiated levels** of performance outcomes to other States' negotiated levels of performance outcomes
 - a) Chose other like states – FL, TX, NY, CA
 - b) States in Region – OH, MN, IN, NE, WI, MO, KS, MI, IA
 - c) National outcomes
 2. **Adjust the levels involved using DOL SAM** to provide the estimated outcomes to be used to inform the negotiations process using actual participant characteristics and economic conditions
 3. **Continuous Improvement** is taken into account the extent to which levels promote continuous improvement and ensure optimal return on investment,
 - i.e. – increase in performance, change in service strategy and delivery, change in intensity or comprehensiveness which customers served, maintaining previous performance for top performing states, promote service of individuals with barriers to employment
 4. **Government Performance and Results Act of 1993 (GPRA)**, take into account for how Illinois can assist Secretaries of Labor and Education meet Federal goals



PY2020 Accountability Assessment

- DOL, TEN 14-21 identifies two performance indicators for assessment beginning PY2020 as part of a phased-in approach
 - Employment (or Education for Youth) Rate 2nd Quarter after Exit
 - Median Earnings 2nd Quarter
- Delay assessing performance for remaining indicators
- Departments will continue to use the data
 - Effective program management
 - System oversight
 - Monitoring and internal controls
 - Provision of technical assistance, including implementing methods for ensuring data reliability



WIOA Title I State Performance Negotiation

PY20-21 Negotiated Targets, Adjusted, Actual Outcomes and PY22-23 State Performance Negotiated Targets

Adult	PY2020 Negotiated	PY2020 Adjusted	PY2020 Actual (WIPS)	PY2021 Negotiated	PY2022 Negotiated	PY2023 Negotiated
Employment Rate 2nd Quarter after Exit	77.0%	79.8%	75.4%	77.0%	76.5%	76.5%
Employment Rate 4th Quarter after Exit	75.5%	-	73.3%	75.5%	74.0%	74.0%
Median Earnings 2nd Quarter after Exit	\$6,500	\$6,845	\$7,575	\$6,500	\$7,500	\$7,500
Credential Attainment within 4 Quarters after Exit	70.0%	-	74.1%	70.0%	74.0%	74.0%
Measurable Skill Gains	39.0%	-	56%	39.0%	54.0%	54.0%
Dislocated Worker	PY2020	PY2020 Adjusted	PY2020 Actual	PY2020	PY2022	PY2023
Employment Rate 2nd Quarter after Exit	81.0%	79.4%	80.5%	81.0%	81.0%	81.0%
Employment Rate 4th Quarter after Exit	81.0%	-	80.8%	81.0%	79.0%	79.0%
Median Earnings 2nd Quarter after Exit	\$9,600	\$9,654	\$10,787	\$9,600	\$10,500	\$10,500
Credential Attainment within 4 Quarters after Exit	71.0%	-	75.3%	71.0%	74.0%	74.0%
Measurable Skill Gains	43.5%	-	62.2%	43.5%	54.0%	54.0%
Youth	PY2020	PY2020 Adjusted	PY2020 Actual	PY2020	PY2022	PY2023
Employment or Education Rate 2nd Quarter after Exit	73.5%	75.7%	74.5%	73.5%	73.5%	73.5%
Employment or Education Rate 4th Quarter after Exit	73.0%	-	71.7%	73.0%	72.5%	72.5%
Median Earnings 2nd Quarter after Exit	\$3,275	\$3,486	\$4,175	\$3,275	\$3,900	\$4,000
Credential Attainment within 4 Quarters after Exit	65.0%	-	69.3%	65.0%	70.0%	70.0%
Measurable Skill Gains	31.0%	-	55.0%	31.0%	48.0%	48.0%

SAM Implementation and Pilot Project

- Illinois WIOA Notice 21-NOT-01 outlines a Pilot Project and application of Statistical Adjustment Model (SAM)
 - Comparison of predicted performance prior to program year compared to actual performance at close of program year
 - Phased-in approach to performance assessment and outcomes
 - Hold Harmless from all sanctions in first year
- Review local SAM impacts to determine necessary adjustments
- Indicators of Performance phased in as sufficient and reliable data is available to general usable SAM
- Technical Assistance available during the Pilot Project
- State will continue to review the process during the Pilot Project





Local Negotiation Process

- Illinois WIOA Notice 20-NOT-01, Change 1 outlines the local process for negotiations
 - Consistent with the State process and aligned with TEGL 11-19
 - Local and State planning period
 - Technical Assistance provided as part of planning for negotiations
 - Local and State Negotiation Teams identified
 - Expected Levels of Performance submitted by LWIBs
 - Local negotiations to occur on two-year cycle
 - Next negotiations are for PY2022-2023
 - Next negotiations to occur September 2022
 - Local Plans updated with negotiated levels

Challenges Identified

- Ongoing Partner Site Closures
- Hardest to Serve have Multiple Challenges (Barriers to Employment)
- Better Engagement from LWIBs/LWIAs
 - LWIBs seeking guidance from Workforce System
 - LWIB business member priority is with finding talent
- Stronger Understanding of Adjusted Levels of Performance
- Reduced Training Opportunities
- Funding Cut Effects
- Trauma Informed Career Planning
- Recognize Flexibility while Meeting WIOA





Recommendations in Process and Planning

- Mindful of Language/Terminology Effects
- Simplified Overview for LWIBs
- Capture Barriers to Employment after Entry/Enrollment
 - Recognize and Account for Relationship Building
- Recognition for Special Initiatives
- Consider Hold Harmless Clause beyond PY2020
- Local Input in Policy Development
- Appeal/Petition Process after Assessment
- Additional Technical Assistance
 - Peer Learning Group
 - Mentoring
 - Increased Core Partner Involvement

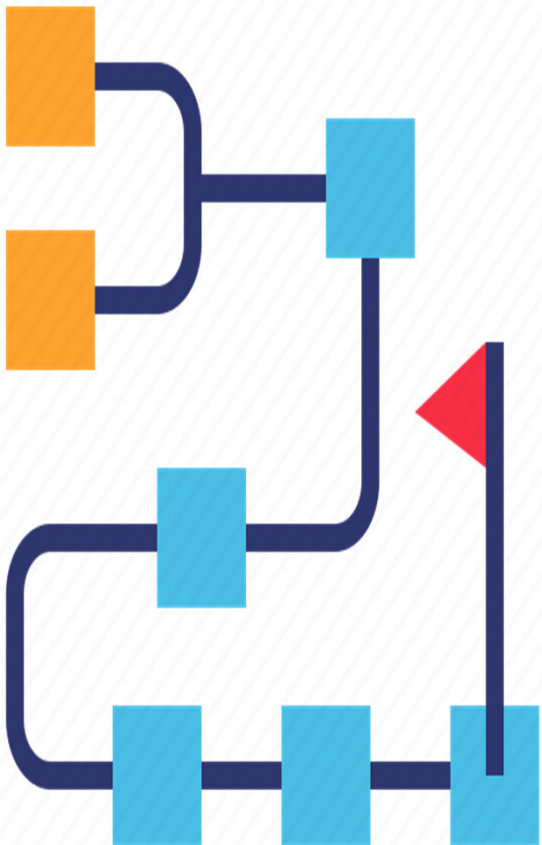




Performance Workgroups

- Clearly defined Goals and Expectations
 - **Technical/Statistical Adjustment Model**
 - Review SAM and develop data-based changes to better account for a diverse State and regional/local structure.
 - **Process and Planning**
 - Identify appropriate recommendations in process and planning for the implementation of best practices in career planning for positive outcomes.
- Considerations for Immediate and Long-Term Needs
- Small Groups of Tenured Performance Leads (5-6 participants)
 - **Knowledgeable and Available**
 - **Statewide Representation – IWP input on local participants**
- Combination of In-Person and/or Virtual Meetings

Next Steps for WIOA Title I Performance



State **preparation and collaboration** with Local Areas for Local Performance Negotiations

- Early-July to Late-July - Performance Workgroups
- Mid-July - New and Revised WIOA Policy and Guidance Drafted
- Late July - Informational Webinar(s) – Local Negotiation Policy, Guidance, Process, Timeline
- August - Expected Levels of Performance Submitted by LWIBs
- August/September - Negotiations Planning
- Month of September - State & Local Performance Negotiations

How Much Time Can you Commit to a Performance Workgroup?

- 1-2 Hours, 1 Week
- 2-3 Hours, 2-3 Weeks
- 2-3 Hours, 4-6 Weeks
- I'll Commit to What it Will Take to Meet the Goals
- Sorry, I am unavailable to Participate in a Workgroup







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thank you