



# HOW ARE MY LOCAL WIOA PERFORMANCE OUTCOMES DETERMINED AND WHAT ARE THE IMPACTS OF SUCCESS OR FAILURE

November 3, 2021



# Which partner do you best represent?





## Today's Presenters



**Brian Richard**

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Center for Governmental Studies  
Northern Illinois University



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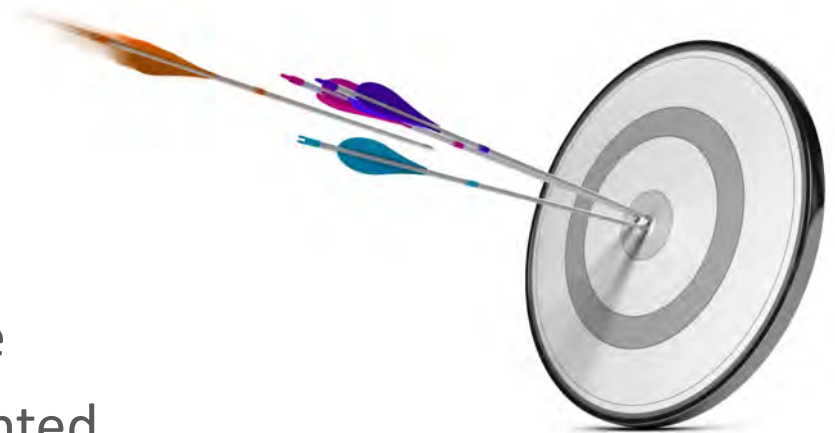


**Mark Burgess**

Performance Measures, Manager  
Office of Employment and Training - OET  
Illinois Department of Commerce and Economic Opportunity

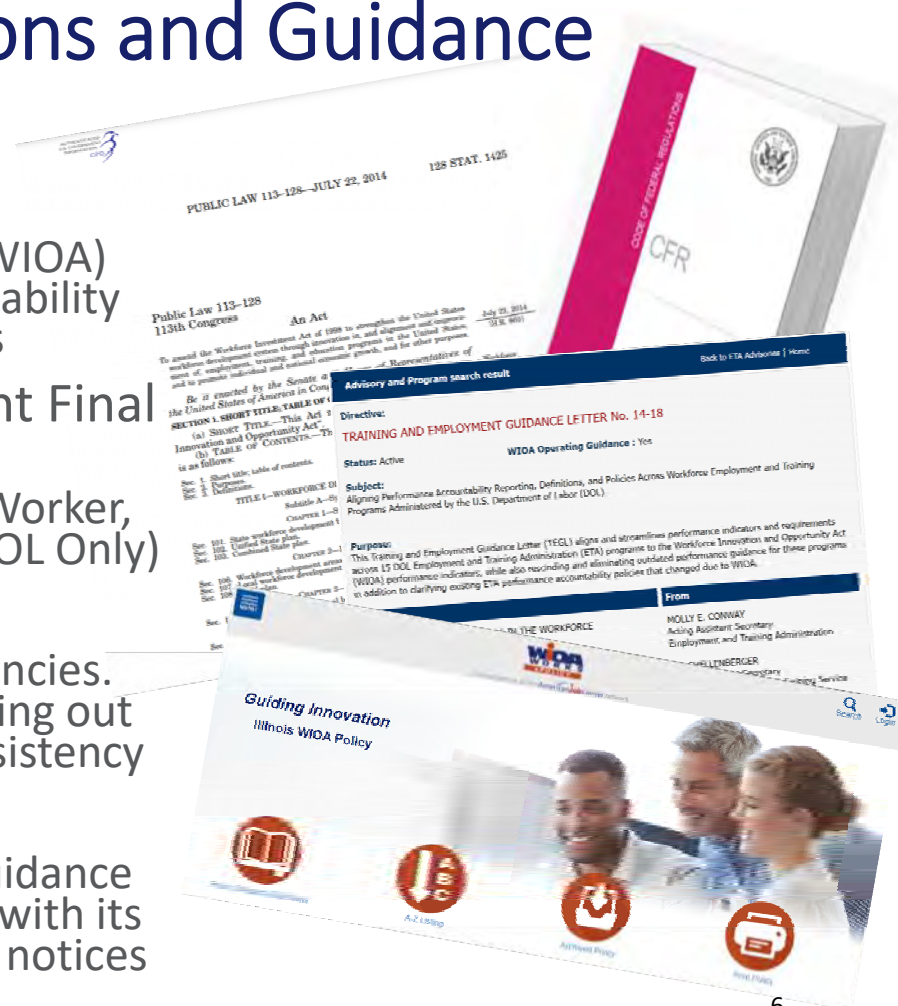
# Today's Objectives

- Understand how Performance Outcomes are Determined
- Learn About the Statistical Adjustment Model (SAM)
- Identify the Individual and Economic Characteristics within the SAM
- Describe the Determination of Performance Implementation Timeline
- Know the Pilot Project Being Implemented for Assessment of Performance Outcomes
  - WIOA Notice issued today or tomorrow



# Statute, Regulations and Guidance

- Statute
  - Workforce Innovation and Opportunity Act (WIOA) Section 116 establishes performance accountability requirements for the six core WIOA programs
- Regulations - WIOA-DOL only & WIOA Joint Final Rules
  - 20 CFR 676, 677, and 678 (Adult, Dislocated Worker, Youth, and Wagner-Peyser); 603, 651, 652 (DOL Only)
- Policy Guidance and Joint Issuances
  - Guidance is issued by each of the Federal agencies. “Joint Issuances” is the identical content coming out under each Federal partner’s vehicle, for consistency
- State Policies and Guidance
  - Additional State specific requirements and guidance through formal and informal communication with its grantees is issued through policies and WIOA notices







# WIOA Six Core Programs

- **Title IB – Workforce Development Programs**  
*(Dept. of Commerce and Economic Opportunity - DCEO)*
  - Adult Program
  - Dislocated Worker Program
  - Youth Program
- Title II – Adult Education and Family Literacy Act Program (AEFLA)  
*(Illinois Community College Board – ICCB)*
- Title III – Wagner-Peyser Act Employment Services Program  
*(Dept. of Employment Security – IDES)*
- Title IV – Vocational Rehabilitation (VR) Act Program  
*(Dept. of Human Services – Division of Rehabilitation Services – DHS-DRS)*

# WIOA Primary Indicators of Performance







# WIOA Primary Indicators of Performance

| WIOA Program                          | Employment/<br>Education <sup>1</sup> 2 <sup>nd</sup><br>Quarter after<br>Exit | Employment/<br>Education <sup>1</sup> 4 <sup>th</sup><br>Quarter after<br>Exit | Median<br>Earnings | Credential<br>Attainment | Measurable<br>Skill Gains | Effectiveness<br>in Serving<br>Employers |
|---------------------------------------|--|--|--------------------|--------------------------|---------------------------|--|
| Title IB Adult                        | ✓  | ✓  | ✓                  | ✓                        | ✓                         | ✓  |
| Title IB Dislocated<br>Worker         | ✓  | ✓  | ✓                  | ✓                        | ✓                         | ✓  |
| Title IB Youth                        | ✓  | ✓  | ✓                  | ✓                        | ✓                         | ✓  |
| Title II Adult<br>Education           | ✓  | ✓  | ✓                  | ✓                        | ✓                         | ✓  |
| Title III<br>Employment<br>Services   | ✓  | ✓  | ✓                  | ✗                        | ✗                         | ✓  |
| Title IV Vocational<br>Rehabilitation | ✓  | ✓  | ✓                  | ✓                        | ✓                         | ✓  |

<sup>1</sup> Title IB Youth Program indicator also includes placement in Education or Training, in addition to Employment.

# Key Terms and Definitions



## **Expected or Proposed Levels of Performance**

Levels of performance proposed by the state and each local workforce innovation board (LWIB) prior to negotiations for each primary indicator of performance



## **Negotiated Levels of Performance**

Levels of performance mutually agreed to by each LWIB and the State for each primary indicator of performance



## **Actual Levels of Performance**

Outcome reported on the Local Performance Report for each primary indicator of performance



## **Adjusted Levels of Performance**

Revised negotiated levels of performance following the application of the statistical adjustment model (SAM). Actual levels of performance will be compared to the adjusted levels of performance at the close of the program year to determine the LWIB's performance success or failure

# WIOA Performance Goals & Outcomes

- States negotiate performance goals with Department of Labor
  - Illinois negotiated Title IB goals May 2020
  - Same goals negotiated for Program Years 2020 and 2021
- Each Local Workforce Innovation Board negotiates performance goals with State of Illinois
  - Local negotiations occurred in October 2020
  - Same goals negotiated for Program Years 2020 and 2021
  - LWIBs assigned a negotiation team to represent them in negotiations
- New rounds of state/local negotiations will occur in 2022 for Program Years 2022/2023



# IWDS Reporting Menu

## Illinois Workforce Development System Performance Management

### Final Annual Outcomes

LWA: 00 - DCEO

Numerator / Denominator    Print    Return

Overall Outcome: **MEET**    Program Year: 2020    through    Program Quarter: 4

| Performance Measurement                                   | Negotiated Goal | 90% Threshold | Actual Outcome | % of Negotiated Goal | % of Threshold Goal | Status |
|---|-----------------|---------------|----------------|----------------------|---------------------|--------|
| <a href="#">Youth Employment Rate Q2 (YER2) :</a>         | 73.5%           | 66.15%        | 71.62%         | 97.44%               | 108.27%             | MEET   |
| <a href="#">Youth Employment Rate Q4 (YER4) :</a>         | 73.0%           | 65.7%         | 67.69%         | 92.73%               | 103.03%             | MEET   |
| <a href="#">Youth Median Earnings Rate Q2 (YMER) :</a>    | \$3,275.00      | \$2,947.50    | \$4,199.20     | 128.22%              | 142.47%             | EXCEED |
| <a href="#">Youth Credential Attainment Rate (YCAR) :</a> | 65.0%           | 58.5%         | 66.82%         | 102.8%               | 114.22%             | EXCEED |
| <a href="#">Youth Measurable Skills Gain (YMSG) :</a>     | 31.0%           | 27.9%         | 50.64%         | 163.35%              | 181.51%             | EXCEED |
| <a href="#">Adult Employment Rate Q2 (AER2) :</a>         | 77.0%           | 69.3%         | 71.23%         | 92.51%               | 102.78%             | MEET   |
| <a href="#">Adult Employment Rate Q4 (AER4) :</a>         | 75.5%           | 67.95%        | 68.6%          | 90.86%               | 100.96%             | MEET   |
| <a href="#">Adult Median Earnings Rate Q2 (AMER) :</a>    | \$6,500.00      | \$5,850.00    | \$7,579.60     | 116.61%              | 129.57%             | EXCEED |
| <a href="#">Adult Credential Attainment Rate (ACAR) :</a> | 70.0%           | 63.0%         | 74.45%         | 106.36%              | 118.17%             | EXCEED |
| <a href="#">Adult Measurable Skills Gain (AMSG) :</a>     | 39.0%           | 35.1%         | 57.7%          | 147.95%              | 164.39%             | EXCEED |
| <a href="#">DW Employment Rate Q2 (DER2) :</a>            | 81.0%           | 72.9%         | 76.43%         | 94.36%               | 104.84%             | MEET   |
| <a href="#">DW Employment Rate Q4 (DER4) :</a>            | 81.0%           | 72.9%         | 76.87%         | 94.9%                | 105.45%             | MEET   |
| <a href="#">DW Median Earnings Rate Q2 (DMER) :</a>       | \$9,600.00      | \$8,640.00    | \$10,722.77    | 111.7%               | 124.11%             | EXCEED |
| <a href="#">DW Credential Attainment Rate (DCAR) :</a>    | 71.0%           | 63.9%         | 76.24%         | 107.38%              | 119.31%             | EXCEED |
| <a href="#">DW Measurable Skills Gain (DMSG) :</a>        | 43.5%           | 39.15%        | 63.57%         | 146.14%              | 162.38%             | EXCEED |

AER2,AMER,DER2,DMER,YER2,YMER based on customers who exited between 07/01/2019 and 06/30/2020  
 AER4,ACAR,DER4,DCAR,YER4,YCAR based on customers who exited between 01/01/2019 and 12/31/2019  
 AMSG,DMSG,YMSG based on enrollment anniversaries between 7/01/2020 and 06/30/2021

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- [Search IWDS Users](#)
- [Add IWDS User](#)

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- [My Applications](#)
- [My Registrants](#)
- [My Exits](#)
- [My Customers](#)
- [Search Applications](#)
- [Search Customers](#)

**Grant Information**

- [My Grants](#)
- [Search Grants](#)
- [Add Grant](#)
- [Grant Transfers](#)

**Entity Information**

- [Add Entity](#)
- [Search Entity](#)
- [Add Location](#)
- [Search Locations](#)
- [Add Contact](#)
- [Search Contacts](#)
- [Add Relationship](#)
- [Search Relationships](#)

**My Information**

- [Change My Password](#)

**TAA Voucher Information**

- [Search TAA Services/Vouchers](#)
- [Payment Approver Search](#)
- [Invoice Processor Search](#)

**Staff Menu**

**Performance Management**

- [View Your LWA Goals](#)
- [View State Goals](#)
- [Search Goals](#)
- [Outcomes-Preliminary\(PostQtrWages not complete\)](#)
- [Outcomes-YTD Mgrs\(PostQtrWages firm\)](#)
- [Outcomes-Final\(PYs reported to DOL\)](#)

**DETS Information (JTD ADMIN ONLY)**

- [Search Events](#)

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- [Pending Training Programs](#)
- [Search Training Programs](#)
- [Add Training Program](#)
- [Add Training Provider](#)
- [Evaluate Training Programs](#)

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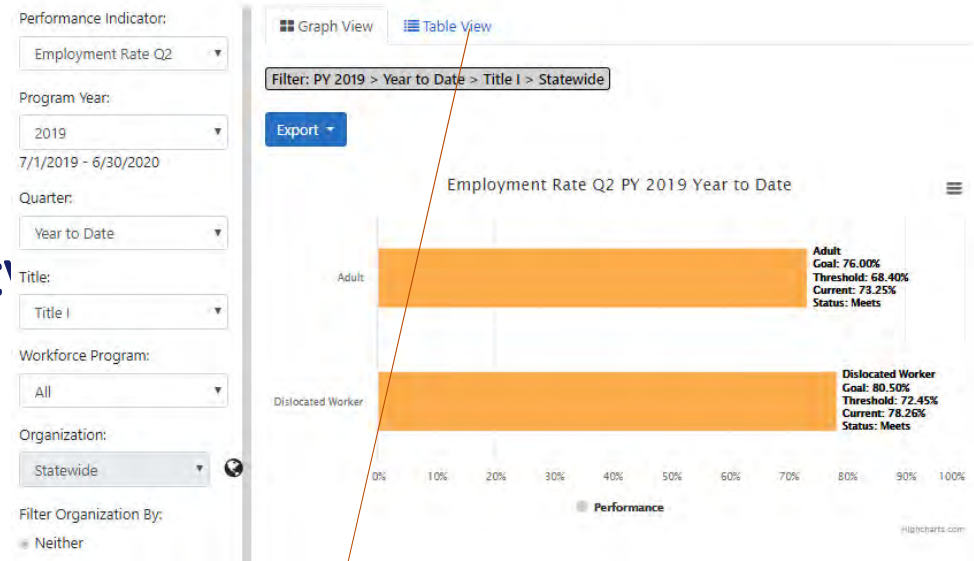
- [Reporting Menu](#)



# Illinois Performance Accountability and Transparency System (IPATS)

WIOA Key Performance Indicator Outcomes:

- Employment Rate 2<sup>nd</sup> Quarter after Exit
- Employment Rate 4<sup>th</sup> Quarter after Exit
- Median Earnings 2<sup>nd</sup> Quarter after Exit
- Credential Attainment
- Measurable Skill Gains



Adult: Performance Measures Outcomes PY 2019 Year to Date

| Indicator                  | Goal       | Status  | Current Total | Threshold  | Numerator  | Denominator |
|----------------------------|------------|---------|---------------|------------|------------|-------------|
| Employment Rate Q2         | 76%        | Meets   | 73.25%        | 68.4%      | 3,607      | 4,924       |
| Employment Rate Q4         | 73%        | Meets   | 71.23%        | 65.7%      | 3,359      | 4,716       |
| Median Earnings Rate Q2    | \$5,460.00 | Exceeds | \$7,269.36    | \$4,914.00 | \$7,269.36 | \$2,719.00  |
| Credential Attainment Rate | 63%        | Exceeds | 74.53%        | 56.7%      | 2,440      | 3,274       |
| Measurable Skills Gain     | 0%         | Exceeds | 35.93%        | 0%         | 1,746      | 4,860       |
| Number of Registrants      | Baseline   | N/A     | 5,323         | N/A        | 5,323      | 5,323       |
| Number of New Registrants  | Baseline   | N/A     | 49%           | N/A        | 2,601      | 5,323       |
| Number of Completers       | Baseline   | N/A     | 29%           | N/A        | 2,197      | 7,520       |
| Number of Exiters          | Baseline   | N/A     | 2,197         | N/A        | 2,197      | 2,197       |
| Number Employed at Exit    | Baseline   | N/A     | 74%           | N/A        | 1,621      | 2,197       |



# Performance Accountability by LWIA

Drill down to individual participant info from the LWIA detail dashboards.

Graph View | Table View | Glossary

Filter: PY 2019 > Annual > Title I > Adult > Statewide - DCEO

Export

### Adult: Performance Measures Outcomes PY 2019 Annual

| Indicator                    | Goal       | Status  | Current Total | Threshold  | Numerator  | Denominator |
|------------------------------|------------|---------|---------------|------------|------------|-------------|
| Employment Rate Q2           | 76%        | Exceeds | 77.55%        | 68.4%      | 3,831      | 4,940       |
| Employment Rate Q4           | 73%        | Exceeds | 74.84%        | 65.7%      | 3,536      | 4,725       |
| Median Earnings Rate Q2      | \$5,460.00 | Exceeds | \$7,290.89    | \$4,914.00 | \$7,290.89 | \$3,831.00  |
| Credential Attainment Rate   | 63%        | Exceeds | 76.01%        | 56.7%      | 2,474      | 3,255       |
| Measurable Skill Gains       | 0%         | Exceeds | 55.03%        | 0%         | 2,122      | 3,856       |
| Number of Active Registrants | Baseline   | N/A     | 1,346         | N/A        | 1,346      | 1,346       |
| Number of New Registrations  |            |         |               |            |            |             |
| Number of Completers         |            |         |               |            |            |             |
| Number of Exits              |            |         |               |            |            |             |
| Number Employed at Exit      |            |         |               |            |            |             |

| Last Name  | First Name | Organization | Certification Date | Exit Date | workNet Center   |
|------------|------------|--------------|--------------------|-----------|--|
| Aaron      | Sean       | 7            | 4/26/18            | 4/2/19    | Calumet Area Industrial Commission                     |
| Aaron      | Patrick    | 24           | 2/13/19            | 6/6/19    | Southwestern Illinois workNet Center-Washington County |
| Aarouch    | Rachid     | 13           | 10/2/18            | 2/13/19   | Partners in Job Training & Placement-Admin Office      |
| Abbas      | Mohammed   | 3            | 6/26/18            | 9/28/18   | The Workforce Connection - Rockford                    |
| Abbasova   | Julia      | 7            | 5/10/18            | 11/30/18  | Polish American Association                            |
| Abdelmalek | Samer      | 10           | 11/30/17           | 4/12/19   | Workforce Center of Will County                        |
| Abdo       | William    | 5            | 10/4/17            | 10/31/18  | workNet Batavia  |
| Abeln      | Matthew    | 20           | 2/20/18            | 6/8/19    | Illinois workNet Center-Menard County                  |
| Aber       | Robert     | 4            | 9/27/18            | 1/10/19   | BEST Inc. - Princeton                                  |
| Abney      | Tariq      | 7            | 7/23/18            | 7/23/18   | Hill Food Service Consulting, Inc.                     |

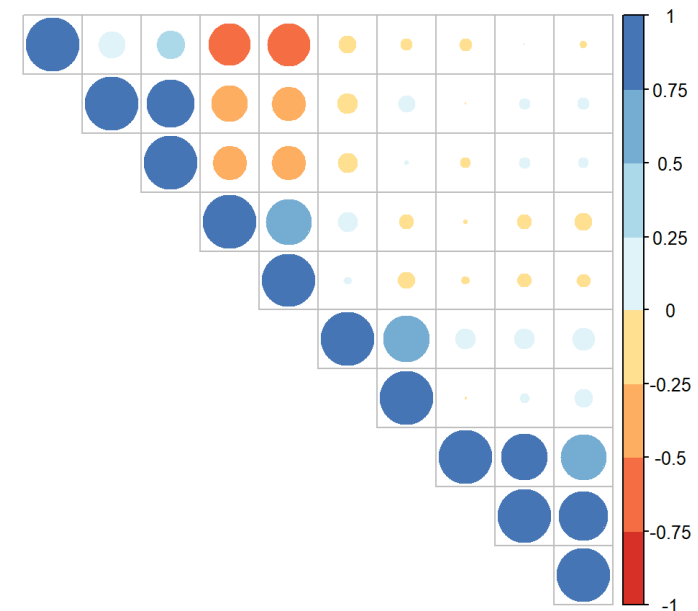
Program Year: 2019  
7/1/2019 - 6/30/2020  
Quarter: Annual  
Title: Title I  
Workforce Program: Adult  
Organization: Statewide - DCEO  
Filter Organization By: None, LWIA Office, WIOA Training Provider, Career Planner



Counts are linked to customer lists.

# Statistical Adjustment Model

- Level the playing field by accounting for variation in characteristics of the participants being served
- Account for the differences in economies participants are being served in
- Appropriately adjust performance goals for local areas serving hard-to-serve populations and/or in economies facing more difficult labor market conditions
- Objectively quantifies how and to what extent, each of these factors affect program performance outcomes
- Negotiate now, targets change later





## Statistical Adjustment Model

- Department of Labor methodology
  - A statistical test called a Multiple Linear Regression Model with Fixed Effects
  - Predict and adjust performance outcomes for each measure
- Illinois specific model is being created based on DOL methodology



## Statistical Adjustment Model

- The WIOA provisions calling for Negotiations Up Front and Adjustment After are intended to ensure that states and locals are not held accountable based on factors outside their control
  - Initial Negotiations are based on the ASSUMED case mix & economic conditions
  - Year End Adjustments account for the ACTUAL case mix & economic conditions



NORTHERN ILLINOIS UNIVERSITY

Center for  
Governmental Studies

*Outreach, Engagement, and Information Technologies*

## Statistical Adjustment Model

- GOAL: Adjust performance goals to account for changes in:
  - 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



# DOL SAM Example

Performance Indicator:

Employment Rate 2nd Quarter after Exit
Median Earnings 2nd Quarter after Exit
Employment Rate 4th Quarter after Exit  
 Credential Attainment Rate

| Estimate <sub>0</sub> (Pre-PY 2019 Predicted Outcome) | Estimate <sub>1</sub> (Post-PY 2019 Predicted Outcome) | Adjustment Factor |
|---|--|-------------------|
| 77.22%  | 80.81%   | ↑ 3.59%           |

Model Variable Estimates

| Variable Type | Variable  | Coefficient | PY Prior | PY Actual | Variable Estimate <sub>0</sub> | Variable Estimate <sub>1</sub> | Adjustment |
|---------------|---|-------------|----------|-----------|--------------------------------|--------------------------------|------------|
|               | Female  | 0.0751      | 0.5811   | 0.5552    | 4.37%                          | 4.17%                          | -0.19%     |
|               | Age 25 to 44  | 0.0231      | 0.5708   | 0.6164    | 1.32%                          | 1.43%                          | 0.11%      |
|               | Age 45 to 54  | -0.0079     | 0.1630   | 0.1386    | -0.13%                         | -0.11%                         | 0.02%      |
|               | Age 55 to 59  | 0.0960      | 0.0580   | 0.0402    | 0.56%                          | 0.39%                          | -0.17%     |
|               | Age 60 or more  | -0.4201     | 0.0183   | 0.0206    | -0.77%                         | -0.86%                         | -0.10%     |
|               | Hispanic Ethnicity                                      | -0.0080     | 0.1428   | 0.1417    | -0.11%                         | -0.11%                         | 0.00%      |
|               | Race: American Indian                                   | -0.0827     | 0.0039   | 0.0069    | -0.03%                         | -0.06%                         | -0.02%     |
|               | Race: Asian   | 0.1093      | 0.0381   | 0.0416    | 0.42%                          | 0.45%                          | 0.04%      |
|               | Race: Black   | -0.0229     | 0.4956   | 0.5112    | -1.14%                         | -1.17%                         | -0.04%     |
|               | Race: Hawaiian or Pacific Islander                      | -0.0030     | 0.0024   | 0.0022    | 0.00%                          | 0.00%                          | 0.00%      |
|               | Race: Multiple  | -0.0576     | 0.0105   | 0.0104    | -0.06%                         | -0.06%                         | 0.00%      |
|               | Highest Grade Completed: Less than High School Graduate | -0.1843     | 0.0584   | 0.0528    | -1.08%                         | -0.97%                         | 0.10%      |



# DOL SAM Example

| Variable Type              | Variable                                | Coefficient | PY Prior | PY Actual | Variable Estimate <sub>0</sub> | Variable Estimate <sub>1</sub> | Adjustment    |
|----------------------------|---|-------------|----------|-----------|--------------------------------|--------------------------------|---------------|
| Participant Characteristic | Received Wagner-Peyser Act Services     | -0.0119     | 0.6842   | 0.0000    | -0.81%                         | 0.00%                          | <b>0.81%</b>  |
|                            | Limited English Proficiency             | 0.2420      | 0.0386   | 0.0336    | 0.93%                          | 0.81%                          | <b>-0.12%</b> |
|                            | Single Parent                           | 0.0312      | 0.3180   | 0.1912    | 0.99%                          | 0.60%                          | <b>-0.40%</b> |
|                            | Low Income                              | -0.0026     | 0.9076   | 0.8194    | -0.23%                         | -0.21%                         | <b>0.02%</b>  |
|                            | TANF Recipient                          | -0.0407     | 0.0360   | 0.0208    | -0.15%                         | -0.08%                         | <b>0.06%</b>  |
|                            | Homeless                                | -0.0990     | 0.0231   | 0.0181    | -0.23%                         | -0.18%                         | <b>0.05%</b>  |
|                            | Individual who was Incarcerated         | -0.0214     | 0.1639   | 0.1514    | -0.35%                         | -0.32%                         | <b>0.03%</b>  |
|                            | UI Claimant                             | 0.0065      | 0.0948   | 0.0389    | 0.06%                          | 0.03%                          | <b>-0.04%</b> |
|                            | UI Exhaustee                            | -0.0708     | 0.0582   | 0.0188    | -0.41%                         | -0.13%                         | <b>0.28%</b>  |
|                            | Supportive Services Recipient           | 0.0379      | 0.5599   | 0.0029    | 2.12%                          | 0.01%                          | <b>-2.11%</b> |
|                            | Received Needs-related Payments         | -0.0671     | 0.0011   | 0.0000    | -0.01%                         | 0.00%                          | <b>0.01%</b>  |
|                            | Received Individualized Career Services | 0.0146      | 0.9337   | 0.9996    | 1.36%                          | 1.46%                          | <b>0.10%</b>  |
|                            | Received Training                       | 0.1067      | 0.6656   | 0.7566    | 7.10%                          | 8.08%                          | <b>0.97%</b>  |
|                            | Established Individual Training Account | -0.0283     | 0.5717   | 0.1076    | -1.62%                         | -0.30%                         | <b>1.31%</b>  |



Employment Rate 2nd Quarter after Exit

Median Earnings 2nd Quarter after Exit

Employment Rate 4th Quarter after Exit

Credential Attainment Rate

| Estimate <sub>0</sub> (Pre-PY 2019 Predicted Outcome) | Estimate <sub>1</sub> (Post-PY 2019 Predicted Outcome) | Adjustment Factor |
|---|--|-------------------|
| \$5,649.00  | \$6,523.43   | ↑ \$874.44        |

Model Variable Estimates

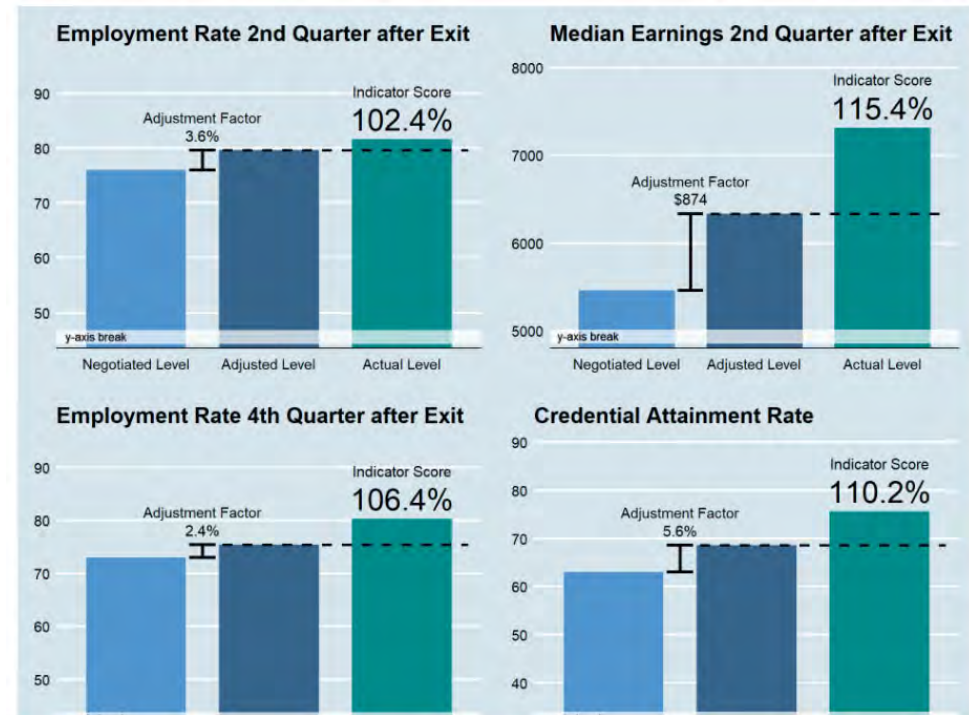
| Variable Type | Variable  | Coefficient | PY Prior | PY Actual | Variable Estimate <sub>0</sub> | Variable Estimate <sub>1</sub> | Adjustment |
|---------------|---|-------------|----------|-----------|--------------------------------|--------------------------------|------------|
|               | Female  | -1940.2541  | 0.6063   | 0.5834    | -\$1,176.33                    | -\$1,131.86                    | \$44.47    |
|               | Age 25 to 44  | 422.2077    | 0.5808   | 0.6206    | \$245.23                       | \$262.02                       | \$16.79    |
|               | Age 45 to 54  | -437.4060   | 0.1532   | 0.1272    | -\$67.01                       | -\$55.65                       | \$11.36    |
|               | Age 55 to 59  | 522.6574    | 0.0509   | 0.0370    | \$26.59                        | \$19.33                        | -\$7.26    |
|               | Age 60 or more  | 662.3522    | 0.0147   | 0.0167    | \$9.73                         | \$11.09                        | \$1.36     |
|               | Hispanic Ethnicity                                      | -1596.6279  | 0.1436   | 0.1442    | -\$229.25                      | -\$230.26                      | -\$1.01    |
|               | Race: American Indian                                   | -2991.1077  | 0.0040   | 0.0070    | -\$11.84                       | -\$20.93                       | -\$9.10    |
|               | Race: Asian   | 1276.3620   | 0.0331   | 0.0405    | \$42.21                        | \$51.68                        | \$9.47     |
|               | Race: Black   | -817.7831   | 0.4907   | 0.5076    | -\$401.26                      | -\$415.13                      | -\$13.86   |
|               | Race: Hawaiian or Pacific Islander                      | 1526.6272   | 0.0023   | 0.0025    | \$3.45                         | \$3.82                         | \$0.36     |
|               | Race: Multiple  | 382.0255    | 0.0105   | 0.0100    | \$4.00                         | \$3.82                         | -\$0.18    |
|               | Highest Grade Completed: Less than High School Graduate | -730.1492   | 0.0540   | 0.0472    | -\$39.42                       | -\$34.49                       | \$4.93     |
|               | Highest Grade Completed: High School Equivalency        | -416.0409   | 0.5362   | 0.5791    | -\$223.07                      | -\$240.93                      | -\$17.86   |

DOL SAM Example



# DOL SAM Example

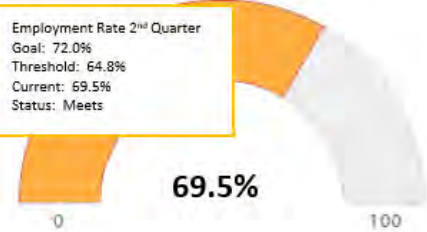
- These figures show details for each of the performance indicators in this program.
  - The **negotiated level of performance** is the agreed upon target level of performance for PY 2019 prior to the start of PY 2019.
  - The **adjusted level of performance** is the result of re-calculating the negotiated level of performance once PY 2019 ends. It is calculated using model estimates, data on actual program participants in PY 2019, and data on actual economic conditions in which the participants were served.
  - The **adjustment factor** is the total amount that the original negotiated level was adjusted.
  - The **actual level of performance** shows the actual reported performance results for the indicator and includes the **individual indicator score** (i.e., the actual level divided by the adjusted level).





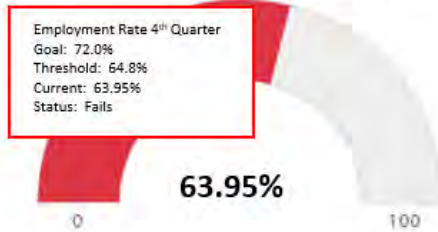
# Title IB Adult: Performance Measures Outcomes PY 2020 Pre-SAM (Sample)

Employment Rate 2nd Quarter



Highcharts.com

Employment Rate 4th Quarter



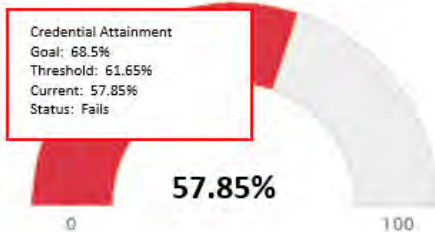
Highcharts.com

Median Earnings Rate Q2

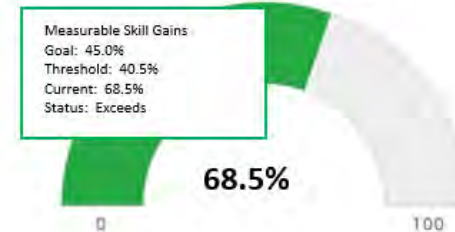


Highcharts.com

Credential Attainment Rate

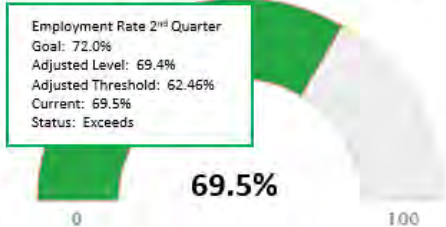


Measurable Skill Gains

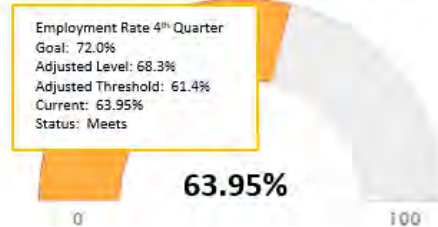


# Title IB Adult: Performance Measures Outcomes PY 2020 Post-SAM (Sample)

Employment Rate 2nd Quarter



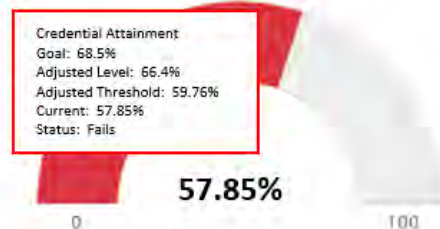
Employment Rate 4th Quarter



Median Earnings Rate Q2



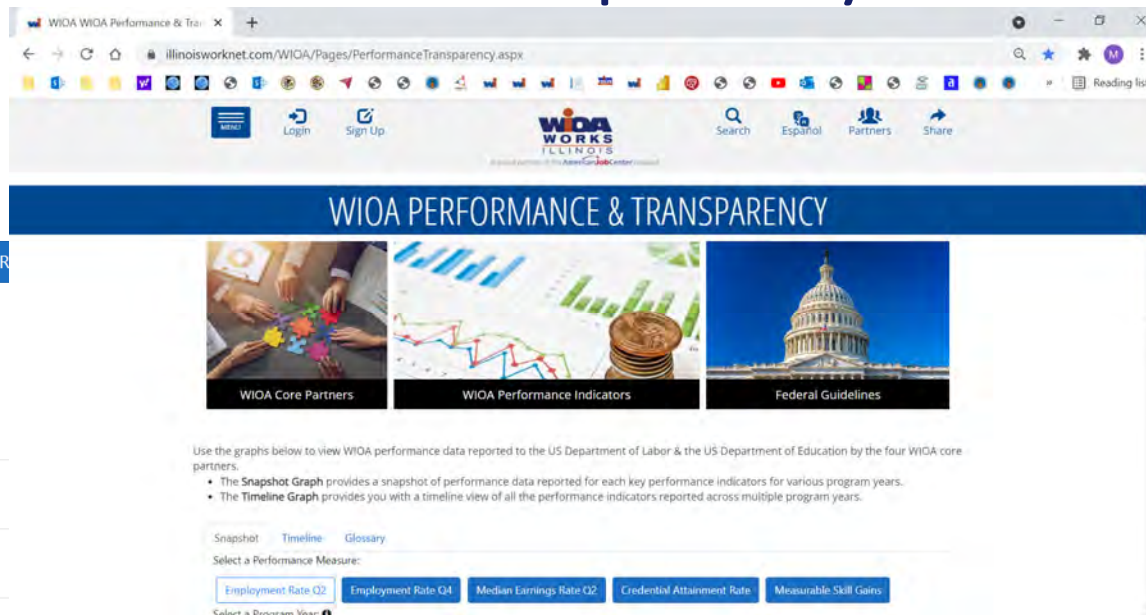
Credential Attainment Rate



Measurable Skill Gains



# WIOA Performance & Transparency<sup>2</sup>



Select a Performance Measure:

- Employment Rate Q2
- Employment Rate Q4
- Median Earnings Rate Q2
- Credential Attainment R

Select a Program Year: ⓘ

- 2017
- 2018
- 2019
- 2020

## 2019 Employment Rate Q2 ⓘ



Use the graphs below to view WIOA performance data reported to the US Department of Labor & the US Department of Education by the four WIOA core partners.

- The **Snapshot Graph** provides a snapshot of performance data reported for each key performance indicators for various program years.
- The **Timeline Graph** provides you with a timeline view of all the performance indicators reported across multiple program years.

Snapshot | Timeline | Glossary

Select a Performance Measure:

- Employment Rate Q2
- Employment Rate Q4
- Median Earnings Rate Q2
- Credential Attainment Rate
- Measurable Skill Gains

Select a Program Year: ⓘ

<sup>2</sup> <https://www.illinoisworknet.com/WIOA/Pages/PerformanceTransparency.aspx>





# USDOL Guidance on Performance Assessment

- Training and Employment Guidance Letter (TEGL) 11-19 Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act (WIOA) Core Programs (Feb 6, 2020)
  - Phased-in approach to determine performance success or failure
  - WIOA 503(a) provides transition authority to implement certain provisions of WIOA
  - The Departments of Labor and Education determined the following:
    - Employment Rate 2<sup>nd</sup> Quarter after Exit, Median Earnings and Measurable Skill Gains would have performance success determined, with appropriate sanctions, beginning in PY2020
    - Employment Rate 4<sup>th</sup> Quarter after Exit and Credential Attainment Rate would begin success determination and sanctions beginning PY2022



## Further USDOL Guidance

- Training and Employment Notice (TEN) 14-21 Workforce Innovation and Opportunity Act (WIOA) Core Program Performance Accountability Assessment for Program Years (PY) 2020 and 2021 (October 21, 2021)
  - Upon further review The Departments of Labor and Education determined the following:
    - Appropriate and reasonable to assess performance on Employment Rate 2<sup>nd</sup> Quarter after Exit and Median Earnings, beginning in PY2020
    - Available baseline data is not sufficient to produce reliable estimates using the Statistical Adjustment Model (SAM) for remaining indicators of performance
    - Employment Rate 4<sup>th</sup> Quarter after Exit, Credential Attainment, and Measurable Skill Gains (MSG) continue in the phased-in approach
      - Illinois is interpreting the combined guidance to indicate assessment of these measures (and potential corrective action) will begin assessment and potential sanctions in PY2022



# Implementation of Performance Determination by Indicator

| Title    | Indicators of Performance  | First Program Year for which Performance Success or Failure can be Determined <sup>1</sup> |
|----------|--|--|
| Title IB | <ul style="list-style-type: none"> <li>• Employment 2<sup>nd</sup> Quarter after Exit*</li> <li>• Median Earnings 2<sup>nd</sup> Quarter after Exit</li> </ul>       | PY 2020  |
| Title IB | <ul style="list-style-type: none"> <li>• Employment 4<sup>th</sup> Quarter after Exit*</li> <li>• Credential Attainment</li> <li>• Measurable Skill Gains</li> </ul> | PY 2022  |



*For WIOA Title IB Youth program, these indicators include placement in education or training.*

<sup>1</sup> TEN 14-21 provided further guidance on the individual indicator scores subject to performance assessment



# Illinois Guidance

- WIOA Notice 21-NOT-01 WIOA Title IB Performance - Statistical Adjustment Model Implementation Pilot Project (November 2, 2021)
  - Attachment to [WIOA Policy 3.0 Performance Accountability and Reporting](#)
  - Outlines Illinois' phased-in approach
  - Pilot Project to implement timeline for assessing performance
  - Increasing corrective action year-over-year beginning in PY2020
    - Employment Rate 2<sup>nd</sup> Quarter after Exit and Median Earnings
  - Beginning PY2022
    - Employment Rate 4<sup>th</sup> Quarter after Exit, Credential Attainment and Measurable Skill Gains (MSG)
  - Consistent with Departments' guidance



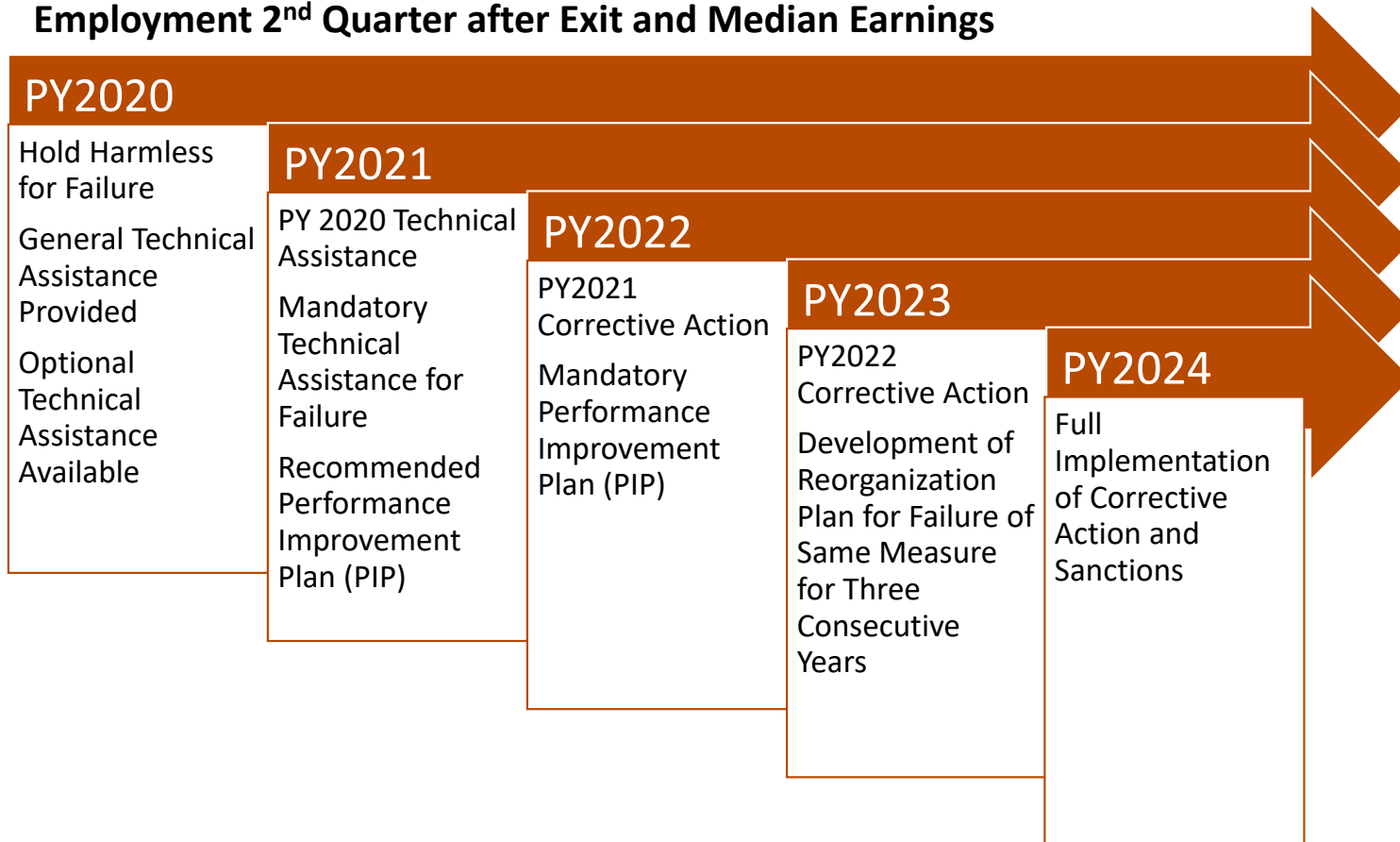


# Illinois Pilot Project

- Illinois will continue to monitor available data and information
- Respond to any new guidance from the Departments
- Update the Statistical Adjustment Model as required
- Implement appropriate assessment procedures
- Revise the project as necessary
  - Implementation Program Years
  - Corrective Action
- Provide updates to LWIBs and stakeholders upon any new or changed information
- Require continued submission of data and information
- Negotiate on ALL indicators of performance for PY2022/2023 using SAM

# Phased-In Approach to Assessment

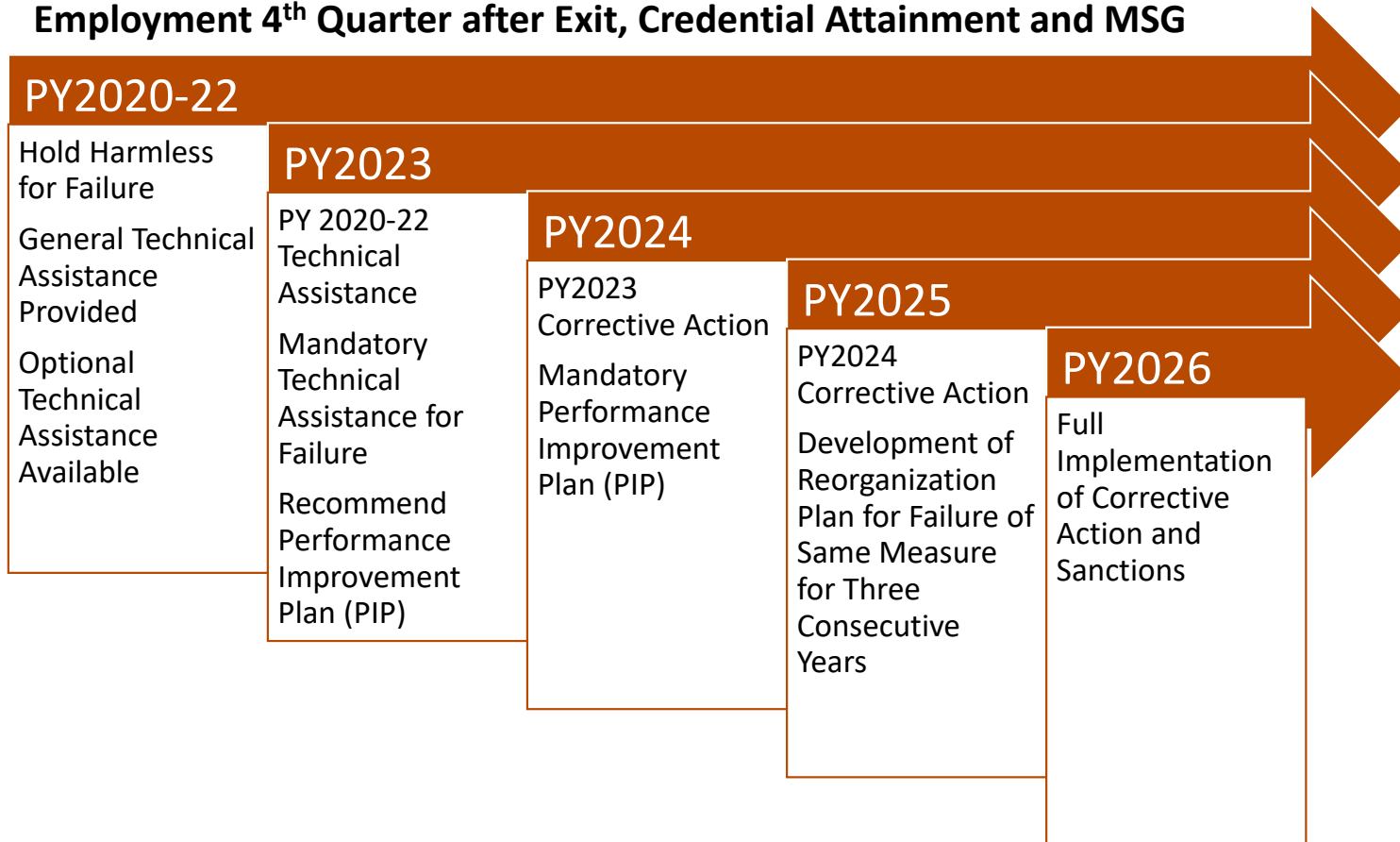
## Employment 2<sup>nd</sup> Quarter after Exit and Median Earnings





# Phased-In Approach to Assessment

## Employment 4<sup>th</sup> Quarter after Exit, Credential Attainment and MSG





# Technical Assistance

- General Technical Assistance
  - Provided to ALL including LWIB members, CEOs, One-Stop Operators, Title IB Administrators, staff and other stakeholders through webinars, in-person training sessions and documentation
  - Assistance in developing a Performance Improvement Plan (PIP) or modifications to local or regional plans
  - Coordinated with local input
  - Developed and presented with local input
    - State will seek input through surveys, webinars and other formats to develop information and materials
    - Representatives of local areas experiencing success in achieving positive outcomes will be selected to provide peer-to-peer presentations of best practices
  - Available upon request to LWIBs seeking assistance in improving their performance outcomes in one or more indicators of performance
- Mandatory Technical Assistance
  - Focused approach with LWIBs where failure of one or more indicators may have occurred

# Performance Improvement Plan (PIP)

- May include, but not limited to:
  - Analysis of factors that may have led to performance failure
    - Performance reports
    - Policies
    - Processes
    - Staffing capacity and resources
  - Recommended resolutions to improve on any deficiencies identified from the analysis
  - Identification of corrective actions with progress benchmarks
  - Development and implementation of new or revised policies or processes
  - Commitment to continuous improvement
- Must be reviewed and approved by the State
- LWIBs encouraged to monitor progress of their PIP benchmarks throughout implementation





# Reorganization Plan

- Applies to an LWIB with failure of same measure for three (3) consecutive years
- May include, but not limited to:
  - Appointment and certification of a new Local Workforce Innovation Board (LWIB)
  - Prohibition of the use of eligible providers and one-stop partners that exhibit poor levels of performance
  - Consolidation, redesignation or dissolving of a local area
  - Other significant actions determined as appropriate
- Local Areas may appeal decision to impose reorganization plan
  - Must appeal within 30 days of receipt of notice of reorganization plan
  - May result in rescinding or revising reorganization plan





# Performance Resources



- [Workforce Innovation and Opportunity Act: Public Law; Final Rules, Joint Rule and Labor Only](#)
- [Workforce Innovation and Opportunity Act Section 116\(c\)](#)
- [U.S. DOL Training and Employment Guidance Letter \(TEGL\) No. 11-19, Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act \(WIOA\) Core Programs](#) (February 6, 2020)
- [Training and Employment Notice \(TEN\) No. 14-21](#) (October 27, 2021)
- [TEGL No. 10-16, Change 1, Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III, and Title IV Core Programs](#) (August 23, 2017)
- [TEGL No. 14-18, Aligning Performance Accountability Reporting, Definitions, and Policies Across Workforce Employment and Training Programs Administered by the U.S. Department of Labor \(DOL\)](#) (March 25, 2019)





# What's Next in WIOA Performance Technical Assistance?

- **November 17, 2021; 1:00 – 2:30pm**  
Measurable Skill Gains (MSG) – Understanding the Measure and How to Accurately Report
- **December 01, 2021, 1:00 – 2:30pm**  
Credential Attainment – Understanding Reporting of Credentials
- **December 08, 2021; 1:00 – 2:30pm**  
MSG & Credential Attainment – Best Practices Virtual Roundtable
- **December 15, 2021; 1:00 – 2:30pm**  
Employment-Related Measures – Understanding Employment Rate and Median Earnings Measures
- **Calendar Year 2022**  
Local Negotiations for PY2022/2023  
Career Planning  
Effectiveness in Serving Employers  
Illinois Performance and Transparency System (IPATS)  
Annual Statewide Performance Report  
Youth Performance  
PIRL Reports



**All Technical Assistance sessions are tentative. To Subscribe to receive Workforce Weekly Professional Development Announcements: <https://icsps.forms-db.com/view.php?id=149615>**



## Performance Contacts



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& Economic Opportunity  
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**thank you**