



WIOA

Professional Development

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WIOA TITLE IB PERFORMANCE POLICY UPDATES & PY2024 LOCAL PERFORMANCE ASSESSMENTS

July 15, 2026

Facilitator



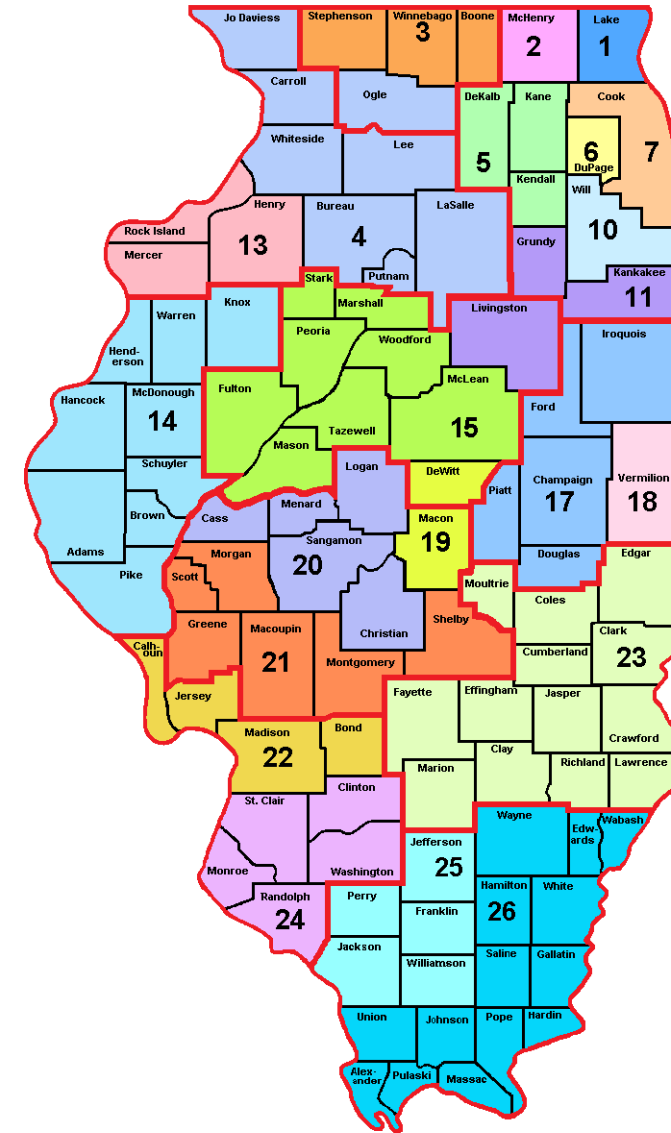
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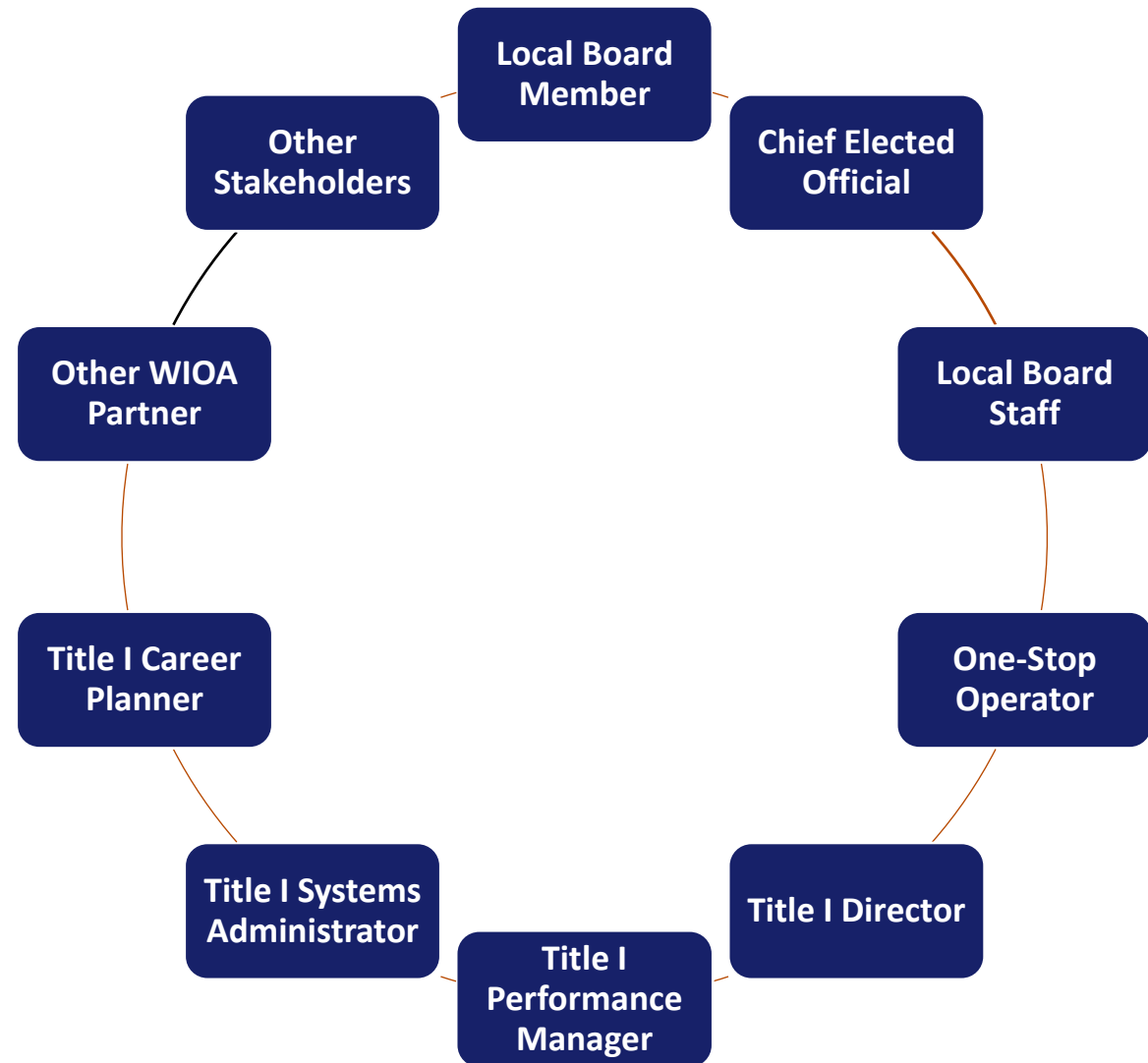
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Where is Your Local Area?



What is Your Role in the WIOA System?



OET State Performance Team:



April Bernard

Performance and Reporting Unit Manager
Office of Employment and Training
Illinois Department of Commerce and
Economic Opportunity



Mark Burgess

Performance Unit Manager
Office of Employment and Training
Illinois Department of Commerce and
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Paula Barry

Performance Specialist
Office of Employment and Training
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Ramon 'Ray' Al-Amin

Statistical Research Technician
Office of Employment and Training
Illinois Department of Commerce and
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Today's Agenda

P E R F O R M A N C E

WIOA Title IB Performance Policy Updates

Historical Performance Assessments

Program Year 2024 Local Performance Assessments

PY24-25 Hold Harmless

PY26 Performance Assessments w Statistical Adjustment Model

PY26-27 Local Performance Negotiations

Questions and Answers

Policy 3.10 – Assessing Performance

- **Replaced current WIOA Policy 3.6**
- **PY 2024 Performance** – marks the first year Assessments utilizing Statistical Adjustment Model (SAM) were applied.
 - SAM variables were utilized in the PY2024-2025 Local Performance Negotiation process
- LWIBs assessed only on five (5) indicators of performance in each of the three WIOA Title I programs (Adult, Dislocated Worker, and Youth) for a total of fifteen individual indicator score calculations
- Threshold for Success remains 70% of the Adjusted Level of Performance not the Negotiated Level of Performance
- **Remove the following from policy:**
 - Overall Local Indicator Score
 - Overall Local Program Score

Statistical Adjustment Model (SAM)

- Purpose
 - Provide predictive modeling of outcomes prior to Local Performance Negotiations
 - Compare with actual participant characteristics and economic conditions after each Program Year to develop adjustments to performance goals
- Dependent on Accurate Data
 - Inaccurate data affects career planning, quarterly/annual reporting, performance
- Timeliness is critical to get the information into the System
 - 10-day recording in system when informed of a new service or change to career plan
 - Utilize dashboard frequently to track
- Primarily focuses on individual challenges at Program Entry
 - IWDS 2.0 will track new information after program entry for better career planning
 - Will account for challenges identified after program entry that existed at enrollment

NEW Policy 3.10 - Performance Sanctions

- WIOA Notice 21-NOT-01, Change 2 WIOA Title IB Performance – Statistical Adjustment Model Implementation Pilot
 - Revision Forthcoming
 - Prior Sanctions guidance found here
 - In any Program Year of Unsuccessful Performance in one or more Indicators of Performance
 - Technical Assistance Provided between LWIB, LWIA and OET
 - Optional Continuous Improvement Plan (CIP) – Highly Recommended to Begin with a 1st Year Unsuccessful!
 - Development of a modified Local or Regional Plan
 - Other actions designed to assist the local board in continuous improvement
 - Third Consecutive Year of Unsuccessful Performance in the Same Indicator of Performance in the Same WIOA Title I Program
 - Required Development of a Reorganization Plan, that may include:
 - New Local Workforce Innovation Board (LWIB) per 20 CFR 679.350
 - Prohibition of use of Eligible providers and one-stop partners that have been identified as achieving poor levels of performance, and
 - Take other steps as the Governor determines appropriate consistent with 116(g)(2)(A) of WIOA and 20 CFR 677.220(b).

NEW Policy 3.10.1 - Performance Appeals

- LWIBs may appeal the following:
 - Discrepancy in the data or calculation used to determine the Actual Level of Performance,
 - Discrepancy in the data or calculation used to determine the Adjusted Level of Performance,
 - Discrepancy in the calculations for the SAM adjustment factor, or
 - Determination of assessed Status of Successful or Unsuccessful
- LWIBs may NOT appeal the following:
 - Disagreement with SAM framework, including participant characteristics and economic data
 - Disagreements with performance assessments based on lagging data after submittal deadline
- Informal Appeals of Assessment to be submitted within 21 calendar days of receipt of assessment
 - Initial Step will be an informal conference with OET Performance Unit to discuss the concerns
 - May result in recalculation of performance assessment
 - Formal Appeal to be made to OET within 21 calendar days of receipt of Informal Appeal Summary
- Appeals of Reorganization Plan to be submitted to OET within 21 calendar days of receipt of notice of the required reorganization plan
- Final Appeal may be made to Secretary of Labor under 20 CFR 683.650

Performance Assessment – Example 1

For each Applicable WIOA Title I Performance Indicator (Adult, Dislocated Worker and Youth)

- The **adjustment factors** of the SAM will be applied to the **negotiated levels** of performance to determine the adjusted levels of performance.
- Performance Indicator: Employment 2nd Quarter after Exit
SAM Adjustment Factor = -2.7%; Negotiated Level of Performance = 76.0% | Adjusted Level of Performance = $76.0\% - 2.7\% = 73.3\%$
- The **Individual Indicator Score** is calculated by *dividing the actual performance outcome by the adjusted level of performance*
Actual Outcome = 75.6%; Adjusted Level of Performance = 73.3% | Individual Indicator Score = $75.6 \div 73.3 = 103.1$
- Achieved at least seventy percent (70%) of the *adjusted level of performance* in each of the individual indicators of performance; e.g., the Individual Indicator Score ≥ 70
 $70\% \times \text{Adjusted Level of } 73.3\%, \text{ Threshold} = 51.3\%$
Individual Indicator Score = **103.1** > 70
Performance Status = LWIB Met Performance for this Indicator of Performance

**Had the Assessment been applied to the Negotiated Level only,
their Score would have been 99.5% ($75.6 \div 76.0$) = Success!**

Performance Assessment – Example 2

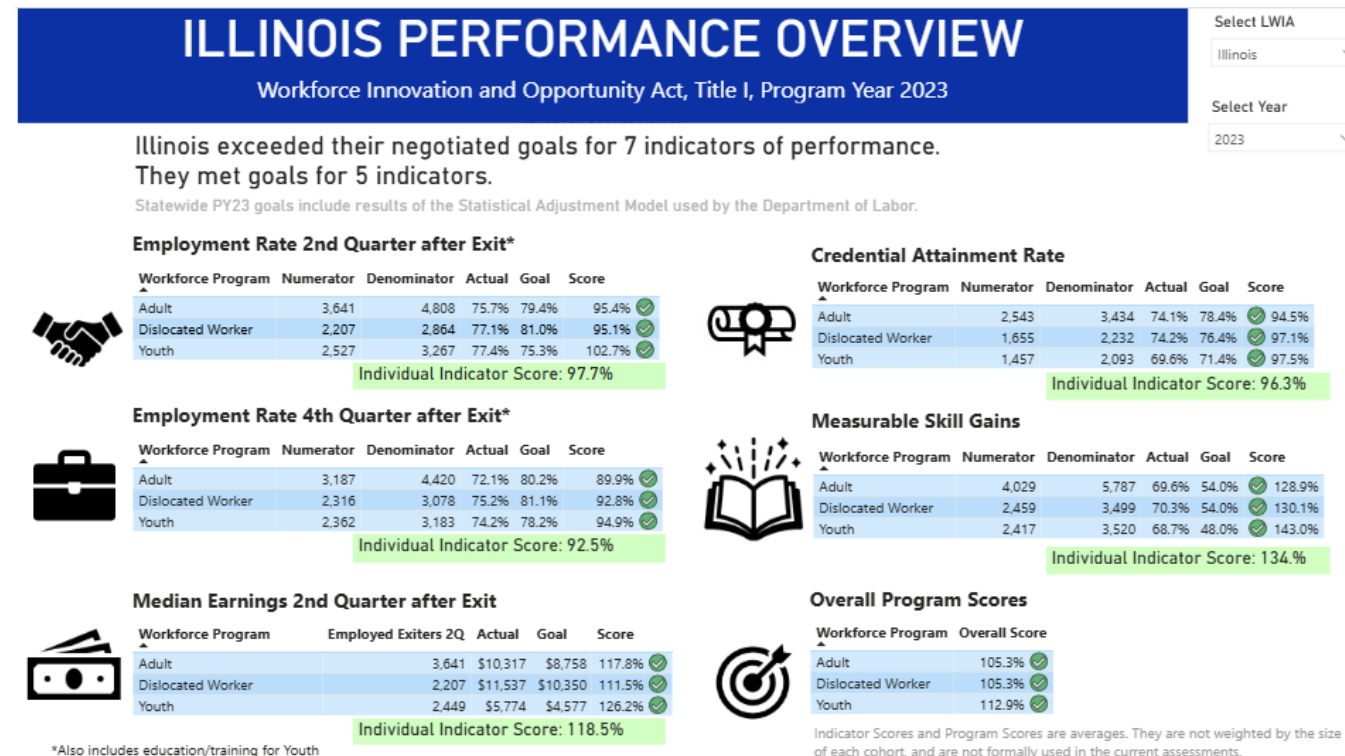
For each Applicable WIOA Title I Performance Indicator (Adult, Dislocated Worker and Youth)

- The **adjustment factors** of the SAM will be applied to the **negotiated levels of performance** to determine the adjusted levels of performance.
- **Performance Indicator: Median Earnings 2nd Quarter After Exit.**
SAM Adjustment Factor = \$822; Negotiated Level of Performance = \$6300 | Adjusted Level of Performance = $\$6300 + \$822 = \$7122$
- The **Individual Indicator Score** is calculated by *dividing the actual performance outcome by the adjusted level of performance*
Actual Outcome = \$4700; Adjusted Level of Performance = \$7122 | Individual Indicator Score = $\$4700 \div \$7122 = 66.0\%$
- Did not achieve at least seventy percent (70%) of the adjusted level of performance in each of the individual indicators of performance; e.g., the Individual Indicator Score ≥ 70
70% x Adjusted Level of \$7122 Threshold = \$4985 | Individual Indicator Score = $66.0\% < 70$
Performance Status = LWIB Did Not Meet Performance for this Indicator of Performance

**Had the Assessment been applied to the Negotiated Level only,
their Score would have been 74.6% ($\$4700 \div \6300) = Success!**

Historical Performance Assessments

- Illinois Workforce Development System (IWDS) source of Assessments
 - [PY2021 – PY2023 Performance Assessments](#) based on Actual Outcome divided by Negotiated Goal
 - No Statistical Adjustment Model (SAM) adjustments
 - OET provided NIU with raw data from IWDS printouts to conduct the assessment calculations
 - Assessments were published most recently for PY2023 through a PowerBi dashboard at: [Program Year 2023 Performance Assessments](#)
 - PY2023 was first year for all five (5) indicators to be assessed



Historical Assessment Validation

- USDOL Local Performance Reports Utilized –
- Key Factor: OET received access to WIPS in Spring 2026 *-after* PY 2024 Performance Submittal
 - US DOL WIPS outcomes (numerators and denominators) are transparent, by LWIA, for the first time.
 - OET compared USDOL PY 24 performance data results and IWDS outcomes & calculations – (as seen in IWDS 1.0 performance reports & IPATS).
 - OET identified differences in reported outcomes and began analysis.
 - Discovery - State Wage Interchange System (SWIS) wage match outcomes were not being included in IWDS calculations.
 - Note: SWIS wages are those of participants who gain employment in a state other than Illinois and whose wages are reported by that state to the SWIS and captured through a request by State of Illinois staff.
 - In complying with SWIS DSA, and suppressing customer wage matches, employment outcomes went undetected in IWDS.

Historical Assessment Validation

- OET Resolution for US DOL WIPS versus IWDS 1.0:
 - SWIS wages HAVE BEEN reported in quarterly/annual reports to USDOL in the Workforce Integrated Performance System (WIPS) but HAVE NOT BEEN included in the calculations viewable in IWDS.
 - This was a decision made to comply with the SWIS Data Sharing Agreements years ago.
 - Lack of outcomes did not result in any LWIB performing unsuccessfully in employment-based performance measures.
 - OET is researching whether SWIS data sharing agreements should be expanded to local partners and will convene a workgroup to discuss.
 - OET identified differences in Credential Rates and MSG outcomes between WIPS and IWDS.
 - Causes: Training measures are triggered by customers services and education statutes captured in IWDS versus PIRL output to WIPS. Manual entry of services and training outcomes processes differs from wage matching by upload.
 - Training measure differences are not caused by SWIS wage match calculations.

IWDS Performance Table

- SAMPLE LWIA PY 2024 End-of-Year Report

Overall Outcome: MEET **Program Year: 2024** through **Program Quarter: 4**

Performance Measurement	Numerator	Denominator	Actual Outcome	Status
Youth Employment Rate Q2 (YER2) :	16	20	80.0%	EXCEED
Youth Employment Rate Q4 (YER4) :	20	25	80.0%	EXCEED
Youth Median Earnings Rate Q2 (YMER) :	\$7,790.91	13	\$7,790.91	EXCEED
Youth Credential Attainment Rate (YCAR) :	15	20	75.0%	EXCEED
Youth Measurable Skills Gain (YMSG) :	26	33	78.79%	EXCEED
Adult Employment Rate Q2 (AER2) :	30	43	69.77%	MEET
Adult Employment Rate Q4 (AER4) :	39	50	78.0%	EXCEED
Adult Median Earnings Rate Q2 (AMER) :	\$10,980.79	30	\$10,980.79	EXCEED
Adult Credential Attainment Rate (ACAR) :	37	48	77.08%	EXCEED
Adult Measurable Skills Gain (AMSG) :	29	46	63.04%	EXCEED
DW Employment Rate Q2 (DER2) :	17	19	89.47%	EXCEED
DW Employment Rate Q4 (DER4) :	13	17	76.47%	MEET
DW Median Earnings Rate Q2 (DMER) :	\$9,248.36	17	\$9,248.36	EXCEED
DW Credential Attainment Rate (DCAR) :	13	14	92.86%	EXCEED
DW Measurable Skills Gain (DMSG) :	25	31	80.65%	EXCEED

SWIS Wages – WIPS Details

- SAMPLE LWIA PY 2024 End-of-Year Report – Local Adult Program

BYPARTICIPANTCHARACTERISTICS - Total Statewide								
Performance Item	Total Participants Served - Cohort Period: 7/1/2024-6/30/2025	Total Participants Exited - Cohort Period: 4/1/2024-3/31/2025	Employment Rate (Q2) Num	Employment Rate (Q2) Denom	Employment Rate (Q2) Rate	Employment Rate (Q4) Num	Employment Rate (Q4) Denom	Employment Rate (Q4) Rate
Total Statewide - Negotiated Target	N/A	N/A	N/A	N/A		N/A	N/A	
Total Statewide - Actual	52	34	31	43	72.1%	41	50	82.0%
BYPARTICIPANTCHARACTERISTICS - Total Statewide								
Performance Item	Median Earnings	Credential Rate Num	Credential Rate Denom	Credential Rate	Measurable Skill Gains Num	Measurable Skill Gains Denom	Measurable Skill Gains Rate	
Total Statewide - Negotiated Target		N/A	N/A		N/A	N/A		
Total Statewide - Actual	\$9,624	37	48	77.1%	31	46	67.4%	

- WIPS Report Indicates Same Denominator Count, but Higher Numerator Count
- Increases to Calculated Actual Outcome for Employment Rates 2nd and 4th Quarter
- Increases and Decreases seen in Actual Outcome for Median Earnings Rate

SWIS Wages – What's Next?

- OET will issue PY2024 Assessments using USDOL Workforce Integrated Performance System (WIPS) including SWIS Wages
- OET will issue historical Assessment updates with WIPS data
- PY2026-2027 Local Negotiation Tool will incorporate SWIS Wages
- OET will issue new Guidance related to Performance Sanctions
 - Update WIOA Notice 21-NOT-01, Change 2 WIOA Title IB Performance – Statistical Adjustment Model Implementation Pilot Project
 - Hold Harmless Clause Extended for Program Year 2024 and 2025 Local Performance Assessments due to SWIS wage exclusions from outcomes utilized in Negotiations
- PY2026 will incorporate full Sanctions Policy

PY24 Local Performance Assessment – At a Glance

Employment Rate 2nd Quarter After Exit



Successful performance, Scores >=70.0%.

Adjusted Values are nonbinding in PY2024.

Includes education for Youth program.



Program	Numerator	Denominator	Actual	Negotiated Goal	Score		Adjustment Factor	Adjusted Goal	Adjusted Score
Adult	31	43	72.1%	77.0%	93.6%	✓	-4.3%	72.7%	95.9%
Dislocated Worker	17	19	89.5%	82.0%	109.1%	✓	-1.3%	80.7%	110.8%
Youth	17	20	85.0%	74.0%	114.9%	✓	0.1%	74.1%	108.0%

Employment Rate 4th Quarter After Exit

Includes education for Youth program.



Program	Numerator	Denominator	Actual	Negotiated Goal	Score		Adjustment Factor	Adjusted Goal	Adjusted Score
Adult	41	50	82.0%	71.0%	115.5%	✓	-3.5%	67.5%	115.6%
Dislocated Worker	15	17	88.2%	82.0%	107.6%	✓	-1.8%	80.2%	95.4%
Youth	20	25	80.0%	72.0%	111.1%	✓	-4.7%	67.3%	118.9%

Median Earnings 2nd Quarter After Exit



Program	Employed 2nd Quarter	Actual	Negotiated Goal	Score		Adjustment Factor	Adjusted Goal	Adjusted Score
Adult	31	\$9,624	\$9,000	106.9%	✓	(\$463)	\$8,537	128.6%
Dislocated Worker	17	\$9,248	\$8,500	108.8%	✓	(\$2,072)	\$6,428	143.9%
Youth	20	\$6,371	\$3,300	193.1%	✓	(\$699)	\$2,601	244.9%

Credential Attainment Rate



Program	Numerator	Denominator	Actual	Negotiated Goal	Score		Adjustment Factor	Adjusted Goal	Adjusted Score
Adult	37	48	77.1%	73.0%	105.6%	✓	0.8%	73.8%	104.4%
Dislocated Worker	13	14	92.9%	82.0%	113.3%	✓	-3.7%	78.3%	118.6%
Youth	15	21	71.4%	62.0%	115.2%	✓	4.5%	66.5%	112.8%

Measurable Skill Gains



Program	Numerator	Denominator	Actual	Negotiated Goal	Score		Adjustment Factor	Adjusted Goal	Adjusted Score
Adult	31	46	67.4%	63.0%	107.0%	✓	10.1%	73.1%	86.2%
Dislocated Worker	25	31	80.6%	70.0%	115.1%	✓	3.7%	73.7%	109.4%
Youth	25	33	75.8%	58.0%	130.7%	✓	10.4%	68.4%	115.2%

SAM Adjustment Detail View

ADULT SECOND QUARTER EMPLOYMENT RATE

LWIA

1

Variable	PY19-23 Actual	PY24 Actual	Coefficient	PY19-23 Simulated	PY24 Simulated
👤 Veteran	2.2%	3.2%	-9.7%	-0.2%	-0.3%
👤 Asian	6.6%	6.0%	-9.5%	-0.6%	-0.6%
🏢 TradeTransportUtilities	-0.4%	0.7%	-9.2%	0.0%	-0.1%
👤 UnemployedAtEntry	72.5%	71.6%	-9.2%	-6.6%	-6.5%
👤 LessThanHS	15.4%	18.0%	-7.5%	-1.2%	-1.4%
👤 EnglishLearner	4.2%	3.7%	-6.2%	-0.3%	-0.2%
👤 LowSkillsOrLiteracy	55.3%	82.5%	-4.5%	-2.5%	-3.7%
👤 LowIncome	42.8%	44.9%	-3.6%	-1.5%	-1.6%
👤 Hispanic	30.1%	34.2%	-3.1%	-0.9%	-1.0%
🏢 Government	-0.6%	2.9%	-2.2%	0.0%	-0.1%
🏢 ProfServ	0.4%	-3.9%	-1.2%	-0.0%	0.0%
🏢 UnemploymentRate	5.1%	5.4%	-0.6%	-0.0%	-0.0%
👤 Disability	9.4%	3.7%	-0.4%	-0.0%	-0.0%
👤 ReturningCitizen	6.8%	14.2%	-0.1%	-0.0%	-0.0%
🏢 EducationHealth	0.1%	3.7%	0.0%	0.0%	0.0%
👤 Female	44.7%	33.2%	1.4%	0.6%	0.5%
👤 BachOrHigher	22.9%	11.7%	1.7%	0.4%	0.2%
👤 Age18_24	25.4%	17.0%	2.4%	0.6%	0.4%
👤 Age45_64	28.5%	16.0%	4.2%	1.2%	0.7%
👤 Age25_44	33.7%	51.4%	7.1%	2.4%	3.6%
👤 AfricanAmerican	38.2%	46.4%	11.4%	4.4%	5.3%
👤 SingleParent	19.4%	17.0%	14.4%	2.8%	2.4%
👤 White	55.7%	47.9%	15.2%	8.5%	7.3%
🏢 Manufacturing	0.9%	-0.9%	17.1%	0.2%	-0.1%
(Intercept)	100.0%	100.0%	71.9%	71.9%	71.9%

79.0% 76.6%

Simulated Performance & Adjustment Factor

79.0%

PY19-23

76.6%

PY24

-2.4%

Adjustment Factor

Adjusted Performance

Adjustment Factor

-2.4%

70% of Adjusted Goal: 51.9%

Negotiated Goal: 76.5%

Adjusted Goal: 74.1%

PY24 Actual: 79.4%

98.2%

of Adjusted Goal

0% 20% 40% 60% 80%

Notice 21-NOT-01, Change 2 – Recap

- WIOA Notice 21-NOT-01, Change 2 WIOA Title IB Performance - Statistical Adjustment Model Implementation Pilot Project will be updated to reflect:
 - Performance Assessments outlined in WIOA Policy 3.10 Assessing Performance
 - Removal of Sanctions to WIOA Policy 3.10 WIOA Title I Performance Sanctions
 - 1st Year Unsuccessful = Technical Assessment, that may include Continuous Improvement Plan
 - 2nd Successive Year Unsuccessful = Technical Assessment, that may include Continuous Improvement Plan
 - 3rd Successive Year Unsuccessful = Reorganization Plan
 - Removal of Appeals to WIOA Policy 3.10.1 Local Performance Appeals Process
 - Update and Extend Hold-Harmless clause to PY2024 and PY2025 Assessments

PY26-27 Local Performance Negotiations

- Revised Policy and Guidance
 - **WIOA Policy 3.8** General Requirements for Negotiation of Local Performance Goals
 - WIOA Notice 20-NOT-01, Change 3 Local Performance Goals Negotiations (forthcoming)
 - Minimal Changes from Prior PY cycles
- Expected Levels of Performance
 - Justification required with Submissions
- Two-Year Negotiations
 - Can Negotiate the Same or Different Level of Performance for each PY
 - Indicate Continuous Improvement
- Local Negotiation Team of up to 5 Members on Calls

PY26-27 Local Negotiation Cycle



- Local Negotiations
 - July 2026 - Local Negotiation Tool issued
 - July – August 2026 – Revised Policy and Guidance issued
 - July 29, 2026, 1:00 – 2:30pm – Technical Assistance Webinar **REGISTER**
Mark Your Calendars, Registration Forthcoming
 - August 2026 – Local Proposed Goals submitted
 - August – September 2026 – Local Negotiations conducted with OET

Local Performance Negotiation Q&A can be found in Technical Assistance Resources to Revised [WIOA Policy 3.8 General Requirements for Negotiation of Local Performance Goals](#)



Eligibility and IWDS Contact Update

Please contact the following Office of Employment and Training staff with questions

WIOA Title I Eligibility

Ramon 'Ray' Al-Amin (ramon.al-amin@illinois.gov)

cc' Mark Burgess (mark.a.burgess@illinois.gov)

WIOA Title I Performance

NEW: (CEO.OET.performancereporting@illinois.gov)

cc' Paula Barry (paula.barry@illinois.gov)

cc' Mark Burgess (mark.a.burgess@illinois.gov)

Demand Occupation Training List (DOTL)

NEW: DOTL email (CEO.OET.etplcoord@illinois.gov)

cc' Mark Burgess (mark.a.burgess@illinois.gov)

Note: no longer using CEO.OET.demandocc@illinois.gov

IWDS Outages/Issues

NEW: (CEO.OET.performancereporting@illinois.gov)

cc' Kristofer 'Kris' Theilen (kristofer.Theilen@illinois.gov)

cc' Mark Burgess and Paula Barry

Eligible Training Providers and Programs

General ETPL email (CEO.OET.etplcoord@illinois.gov)

cc' Mark Burgess and Paula Barry

All Other Performance and Reporting Topics

NEW: (CEO.OET.performancereporting@illinois.gov)

cc' Paula Barry and Mark Burgess



thank you