



# WIOA TITLE IB PY' 2022/2023 LOCAL PERFORMANCE NEGOTIATIONS

August 17, 2022

August WIOA Title IB Quarterly Performance Office Hours



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# State Performance Team



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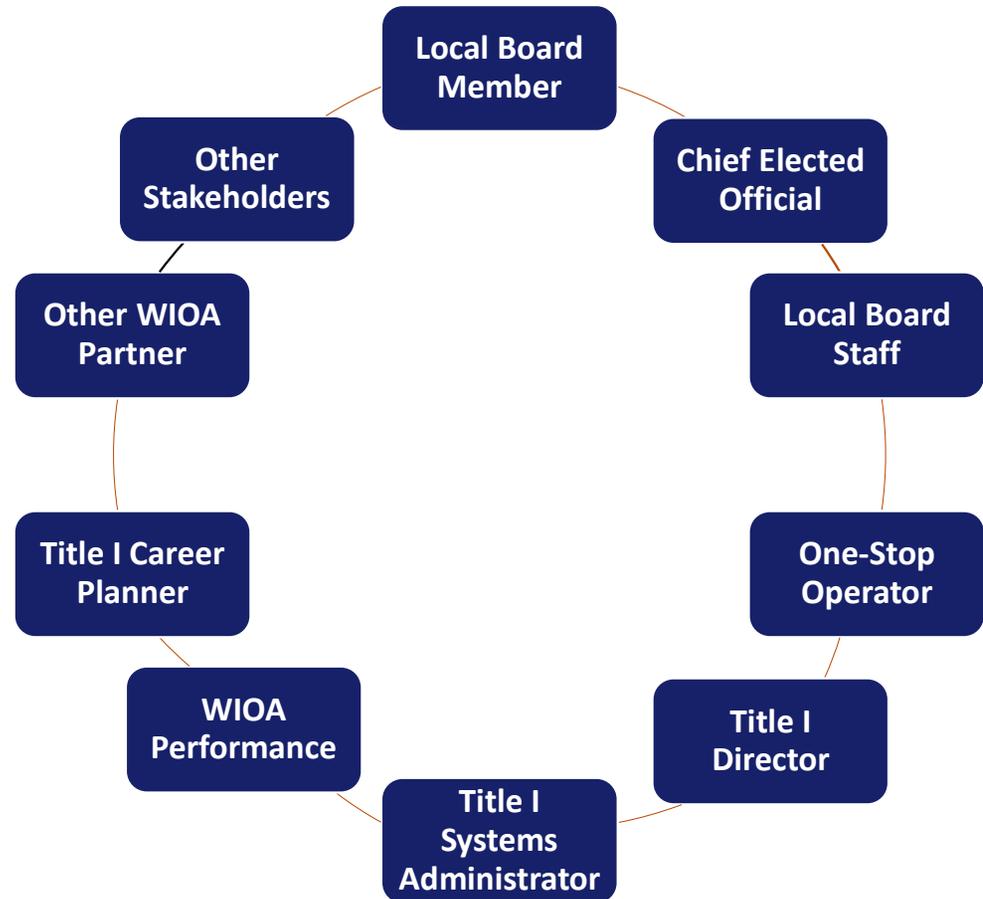


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# What is Your Role in the WIOA System?



## Objectives:



- ✓ Local Performance Negotiation Factors
- ✓ Submission of Expected Levels of Performance
- ✓ Local Negotiation Calls
  - Scheduling Calls
  - Participation of Local and State Team Members
  - Conduct of Negotiations
  - Agreement of Levels of Performance
- ✓ Open Comments and Questions



# Local Negotiation Process

- Simplified Three-Step Negotiation process
  - **Plan** for the local negotiations
    - Local Negotiation Team and others collect and review data and information
  - **Submit** a completed and signed Performance Goals Proposal Form (WIOA Notice 20-NOT-01, Change 2, Attachment G)
    - Only signed forms with supporting data and information will be accepted
    - OET will contact Local Team Lead will provide available dates/times and schedule negotiation calls
  - **Participate** as a State or Local Negotiation Team in the local performance negotiation calls
    - Only identified Local Negotiation Team members should participate on calls
    - Local and State teams will identify individual to present proposals, counterproposals and agreement of levels of performance



# Negotiation Timeline

- Updated Timeline for PY22/23 Local Performance Negotiations
  - **August 17, 2022** – Performance Quarterly Open Office Hours
    - [WIOA Policy 3.4 General Requirements for Negotiation of Local Performance Goals](#)
    - [WIOA Notice 20-NOT-01, Change 2](#) Issued August 16, 2022
  - **August 17, 2022** – WIOA Title I Performance Outcome Comparison Tool distributed
  - **August 19, 2022**– Local Performance Negotiations Q & A released\*
  - **September 2, 2022** – Expected Levels of Performance Submitted
  - **August 30 – September 28, 2022** – Local Negotiations Conducted
  - **September 30, 2022** – State submits Local negotiated levels to USDOL
  - **September 30, 2022** – State issues official Local Performance Goals letters
  - **October 20, 2022** – Local Plans are updated with negotiated performance goals

\* Forthcoming



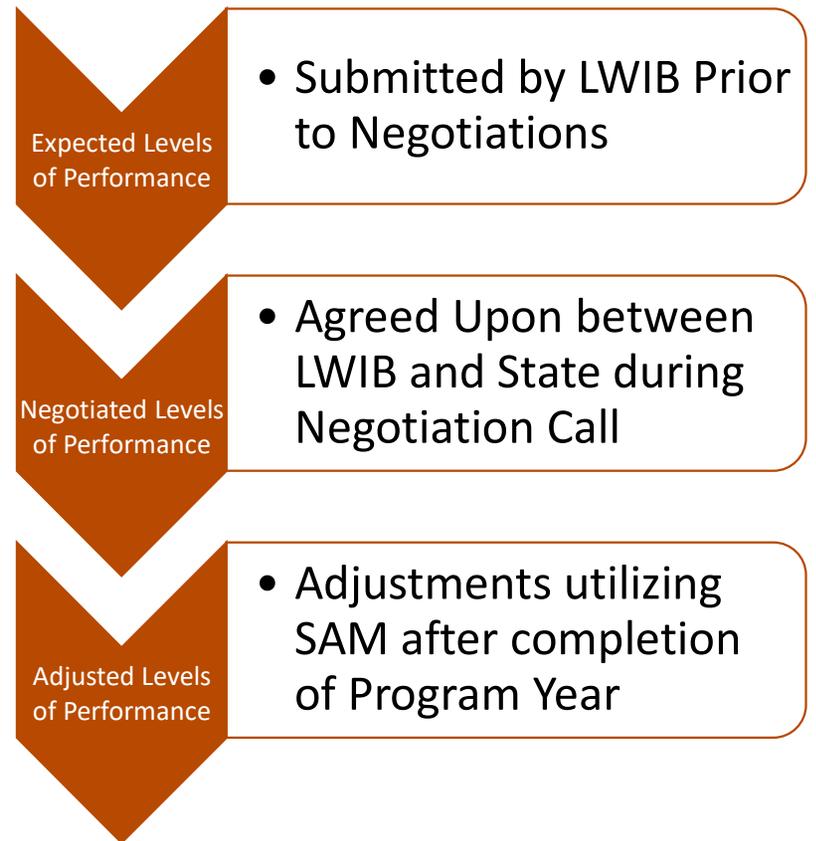
# Performance Indicators

- Fifteen performance measures to be negotiated for the three Title I programs (Adult, Dislocated Worker and Youth).
  - Employment (or Education and/or Training for Youth) Rate 2<sup>nd</sup> Quarter after Exit
  - Employment (or Education and/or Training for Youth) Rate 4<sup>th</sup> Quarter after Exit
  - Median Earnings 2<sup>nd</sup> Quarter
  - Credential Attainment Rate 4<sup>th</sup> Quarter after Exit
  - Measurable Skill Gains
- Effectiveness in Serving Employers
  - Still in Pilot Program stage and not negotiated at this time



# Negotiation of Local Performance

- Three Levels of Performance
  - **Expected** or Proposed Levels of Performance
    - Local Areas submit proposed goals to State utilizing WIOA Notice 20-NOT-01, Change 2, Attachment G – Performance Goals Proposal Form (issued August 12, 2022)
  - **Negotiated** Levels of Performance
    - Agreement of performance targets during local/state negotiation calls
  - **Adjusted** Levels of Performance
    - Revised negotiated levels of performance following the application of the statistical adjustment model after completion of a Program Year





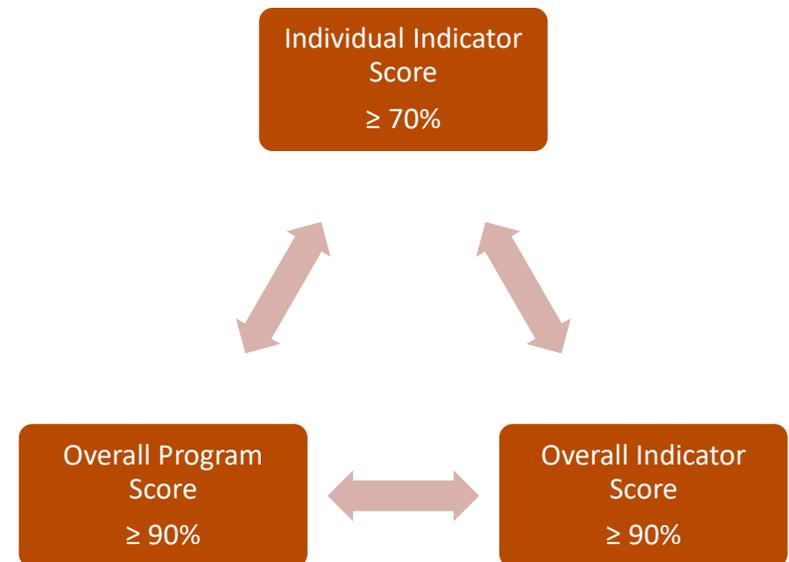
## Assessment of Successful Performance

- Assessment of Local Workforce Innovation Boards (LWIBs) is conducted using the same framework as Illinois is evaluated, by assessing local performance on the following three criteria:
  - **Individual Indicator Score** – actual performance outcome for each indicator of performance divided by the adjusted level of performance for each Title IB program (Adult, Dislocated Worker and Youth),
  - **Overall Program Score** – the average of all five individual indicator scores being assessed for each Title IB Program (Adult, Dislocated Worker and Youth), and
  - **Overall Indicator Score** – the average of all three individual indicator scores for each indicator of performance across all Title IB Programs.



# Successful Performance Outcomes

- LWIBs will be considered to have successfully performed if they meet all of the following criteria as outlined in WIOA Policy 3.6, Assessing Performance
  - All Single Individual Indicator Scores are at least seventy percent (70%) of the adjusted level of performance,
  - The Overall Program Score is at least ninety percent (90%) for all Title I programs, and
  - The Overall Indicator Score is at least ninety percent (90%) for all Title I indicators of performance





# Successful Performance - Example

Example 1				
Indicator	Title I Adult	Title I Youth	Title I DW	Overall Indicator Score
Employment Rate (or Education and/or Training) 2 <sup>nd</sup> Quarter After Exit	99.6%	83.7%	98.5%	<b>93.9%</b>
Employment Rate (or Education and/or Training) 4 <sup>th</sup> Quarter after Exit	72.0%	99.2%	98.8%	<b>90.0%</b>
Median Earnings	98.2%	90.9%	97.9%	<b>95.7%</b>
Credential Attainment Rate 4 <sup>th</sup> Quarter after Exit	93.8%	89.5%	98.2%	<b>93.8%</b>
Measurable Skill Gains	89.1%	89.7%	98.7%	<b>92.5%</b>
<b>Overall Program Score</b>	<b>90.5%</b>	<b>90.6%</b>	<b>98.4%</b>	---



# Did Not Meet Performance - Example

Example 2				
Indicator	Title I Adult	Title I Youth	Title I DW	Overall Indicator Score
Employment Rate (or Education and/or Training) 2 <sup>nd</sup> Quarter After Exit	99.6%	83.7%	98.5%	93.9%
Employment Rate (or Education and/or Training) 4 <sup>th</sup> Quarter after Exit	63.2%	99.2%	98.8%	87.1%
Median Earnings	98.2%	90.9%	97.9%	95.7%
Credential Attainment Rate 4 <sup>th</sup> Quarter after Exit	93.8%	89.5%	98.2%	93.8%
Measurable Skill Gains	89.1%	89.7%	98.7%	92.5%
<b>Overall Program Score</b>	<b>88.8%</b>	<b>90.6%</b>	<b>98.4%</b>	---

Yellow Highlight indicates LWIB did not perform successfully in that indicator or overall score.



# Did Not Meet Performance - Example

Example 3				
Indicator	Title I Adult	Title I Youth	Title I DW	Overall Indicator Score
Employment Rate (or Education and/or Training) 2 <sup>nd</sup> Quarter After Exit	99.6%	83.7%	98.5%	93.9%
Employment Rate (or Education and/or Training) 4 <sup>th</sup> Quarter after Exit	70.0%	99.2%	98.8%	89.3%
Median Earnings	98.2%	90.9%	97.9%	95.7%
Credential Attainment Rate 4 <sup>th</sup> Quarter after Exit	93.8%	89.5%	98.2%	93.8%
Measurable Skill Gains	89.1%	89.7%	98.7%	92.5%
<b>Overall Program Score</b>	90.1%	90.6%	98.4%	---

Yellow Highlight indicates LWIB did not perform successfully in that indicator or overall score.



# Preparing for Negotiations

- Consider four Negotiation Factors in preparation for negotiations
  - Compare performance across LWIAs
  - *Utilize the Statistical Adjustment Model Estimates (2<sup>nd</sup> Quarter Measures)*  
*Note: A local statistical adjustment model continues to be developed as a work in progress following the PY2020 local performance assessments and through discussions and modeling of new and revised variables for participant characteristics and economic conditions.*
  - Promote continuous improvement and ensure optimal return on investment
  - Assist State in meeting its negotiated levels of performance
- Additionally, the use of verifiable and replicable data or information may be submitted as supporting documentation
  - BLS data
  - Local MIS data
  - Local policies, programs, processes, prior performance assessments, employer information such as wage submission lag, etc.
- There is no specified weight on any specific negotiation factor



# Performance - Continuous Improvement

- [TEGL 11-19, Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act \(WIOA\) Core Programs](#)
  - an increase from the levels of performance previously attained
  - increases in percentile rankings of levels of performance either statewide among similar local areas
  - a change in service strategy and delivery, including more progressive or innovative approaches
  - a change in the intensity or comprehensiveness with which participants are served
  - a maintenance of previous performance for the top performing LWIBs





# Where to Find Data & Info for Negotiations

## • 2022 WIOA Regional and Local Planning

### Local Performance Negotiations

Local Workforce Innovation Boards and Chief Elected Official are required to negotiate with the Governor to reach agreement on local levels of performance for each of the primary indicators of performance for WIOA Title IB Programs (Adult, Dislocated Worker and Youth) for each two-year planning cycle. Policy and guidance regarding the local negotiation process, including planning and submission of expected levels of performance, can be found in the following documents:

- WIOA Policy 3.4 General Requirements for Negotiation of Local Performance Goals
- WIOA Notice 20-NOT-01, Change 2 - Local Performance Goals Negotiations (Attached to WIOA Policy 3.4)
- WIOA PY20-21 Scorecards and Historical Rankings
- WIOA Performance Comparison Tool

- Illinois Sector Based Employer Engagement (PDF)
- US Chamber Talent Pipeline Management
- Illinois Integrated Business Services Environmental Scan (PDF)
- Striking the Balance: Addressing the Needs of Illinois' Employers and Most Vulnerable Job Seekers (PDF)
- Gallup Report - Recent and Predicted Remote Working Trends (PDF)

### Service Integration

- Illinois WIOA Service Integration: Overview and Self Assessment Guide (PDF)
- Service Integration and Self Assessment Guide Page

- Data & Statistics
- Contact IDES Labor Market Economists

### Federal Data Sources

- Bureau of Labor Statistics
- US Census Bureau



<https://bit.ly/3JXUOrY>

## WIOA Performance Comparison Tool

This data tool was designed to provide vital information on local outcomes of the Workforce Innovation and Opportunity Act in Illinois. It includes training program outcome comparisons by Local Workforce Investment Areas for program years 2017 through 2021. For background context, unemployment trend and employment base comparisons are also provided.

For questions about the data tool, please contact Andy Blanke at [ablanke1@niu.edu](mailto:ablanke1@niu.edu).

Last updated: 8/16/2022. Added PY2020 and PY2021 YTD outcomes for all local areas. Added Unemployment Trends through 2022 Q2. Added employment shares through Q1 2022. Updated Local Scorecard.

**Select an outcome or measure below.**

### Outcomes by Participant Type

Adult- Employment & Wages	Adult- Skill Gains
Youth- Employment & Wages	Youth- Skill Gains
Dislocated Worker- Employment & Wages	Dislocated Worker- Skill Gains

### Economic Background

Unemployment Trend
Employment Base

[Download the PY2021 Local Scorecard here.](#)



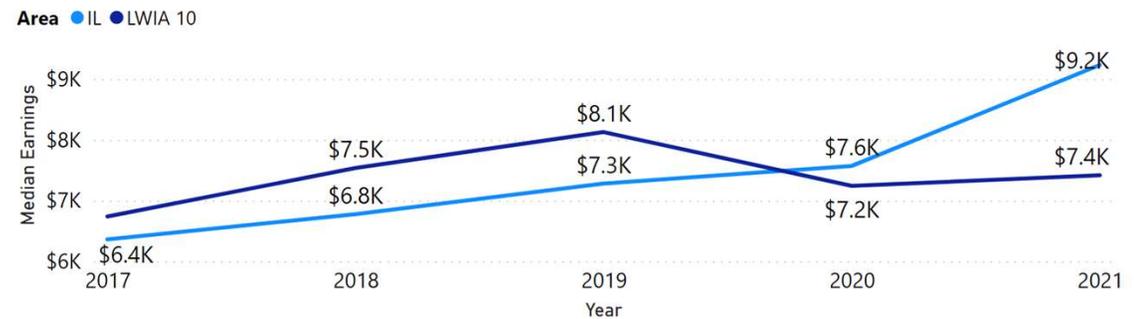
# Local WIOA Performance Comparison Tool

Select LWIAs (can click multiple)

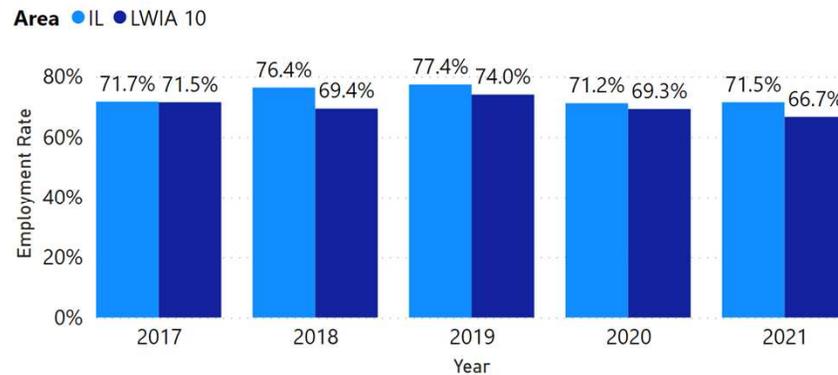
- IL
- LWIA 01
- LWIA 02
- LWIA 03
- LWIA 04
- LWIA 05
- LWIA 06
- LWIA 07
- LWIA 10
- LWIA 11
- LWIA 12

All 2021 values are for Program Year 2021 YTD as of August 2022. They might not reflect year-end performance for PY2021.

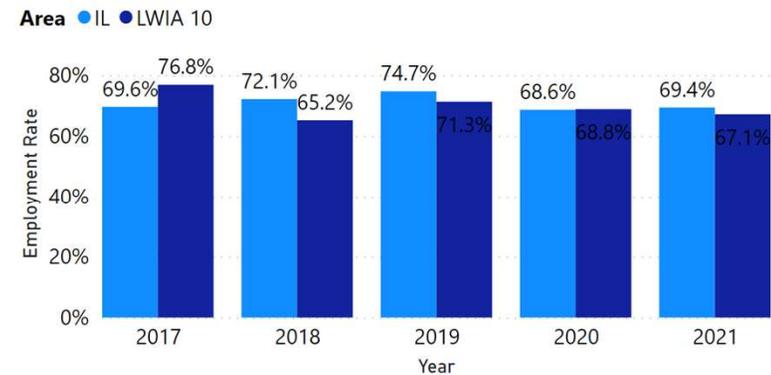
Adult Median Earnings (2 Quarters After Exit)



Adult Employment Rate (2 Quarters After Exit)



Adult Employment Rate (4 Quarters After Exit)



Home

Adult- Skill Gains

Youth- Employment & Wages

DW- Employment & Wages



# Local WIOA Performance Comparison Tool

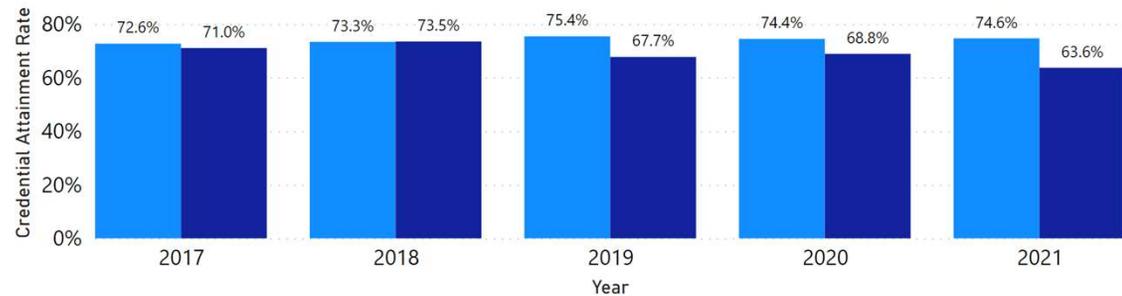
All 2021 values are for Program Year 2021 YTD as of August 2022. They might not reflect year-end performance for PY2021.

Select LWIAs (can click multiple)

- IL
- LWIA 01
- LWIA 02
- LWIA 03
- LWIA 04
- LWIA 05
- LWIA 06
- LWIA 07
- LWIA 10
- LWIA 11
- LWIA 13
- LWIA 14
- LWIA 15
- LWIA 17
- LWIA 18
- LWIA 19
- LWIA 20
- LWIA 21
- LWIA 22
- LWIA 23
- LWIA 24
- LWIA 25
- LWIA 26

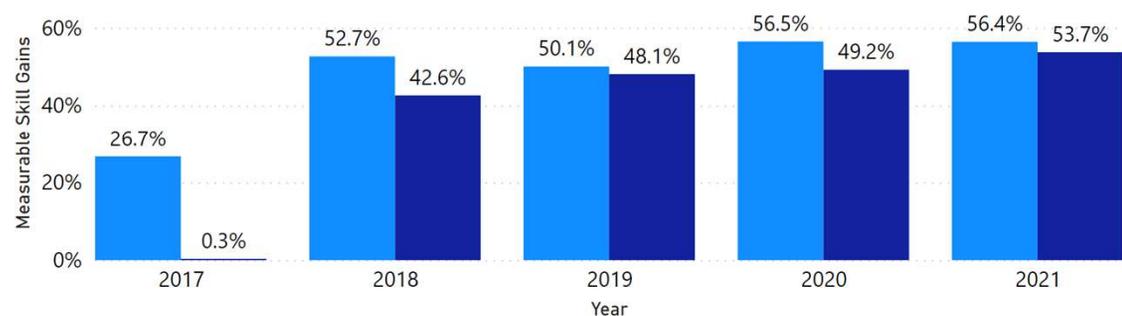
Adult Credential Attainment Rate

Area ● IL ● LWIA 10



Adult Measurable Skill Gains

Area ● IL ● LWIA 10



Home

Adult- Employment & Wages

Youth- Skill Gains

Dislocated Worker- Skill Gains

All local areas are sorted by outcomes as of PY2021 YTD.  
Trendlines are descriptive, not predictive. They simply visualize the trend in local outcomes over the past three years.

**Adult Second Quarter Employment Rate**

LWIA	2019	2020	2021 YTD	Trendline	Denominator in PY21	% of Statewide Denominator	PY20 Score (Unadjusted)
LWIA 19	88.0%	90.9%	100.0%		25	0.7%	105.7%
LWIA 23	83.7%	86.4%	92.2%		90	2.6%	105.3%
LWIA 21	80.6%	84.4%	91.7%		24	0.7%	104.8%
LWIA 04	82.8%	85.1%	91.5%		106	3.1%	100.1%
LWIA 15	90.5%	91.1%	86.1%		122	3.6%	111.1%
LWIA 13	74.5%	78.9%	85.4%		82	2.4%	105.2%
LWIA 22	82.3%	82.0%	84.6%		52	1.5%	98.8%
LWIA 20	92.7%	88.3%	82.1%		78	2.3%	106.4%
LWIA 24	77.3%	85.1%	78.5%		121	3.6%	107.7%
LWIA 02	81.0%	73.3%	76.5%		51	1.5%	97.8%
LWIA 01	75.8%	67.2%	74.7%		87	2.6%	89.6%
LWIA 17	86.7%	77.1%	73.3%		60	1.8%	96.4%
LWIA 18	77.5%	69.8%	73.1%		26	0.8%	91.9%
LWIA 14	75.0%	81.8%	72.5%		40	1.2%	99.8%
LWIA 26	69.6%	61.4%	71.7%		99	2.9%	88.9%
IL	77.4%	71.2%	71.5%		3,402		
LWIA 05	71.4%	67.5%	71.3%		174	5.1%	90.2%
LWIA 11	73.5%	73.1%	70.3%		121	3.6%	92.6%
LWIA 25	79.8%	80.3%	69.4%		49	1.4%	104.3%
LWIA 10	74.0%	69.3%	66.7%		135	4.0%	93.6%
LWIA 07	77.4%	69.7%	66.5%		1,467	43.1%	95.5%
LWIA 06	68.6%	71.3%	65.4%		107	3.1%	96.4%
LWIA 03	74.1%	63.3%	64.1%		273	8.0%	90.5%
<b>Median</b>	<b>77.4%</b>	<b>77.1%</b>	<b>73.3%</b>				

**Second Quarter Employment Rate**

LWIA	2017	2018	2019	2020	2021 YTD
IL	71.7%	76.4%	77.4%	71.2%	71.5%
LWIA 01	64.5% (20)	72.3% (18)	75.8% (14)	67.2% (20)	74.7% (11)
LWIA 02	84.6% (6)	80% (13)	81% (8)	73.3% (13)	76.5% (10)
LWIA 03	62.2% (21)	72% (19)	74.1% (17)	63.3% (21)	64.1% (22)
LWIA 04	85.2% (5)	83.8% (9)	82.8% (6)	85.1% (6)	91.5% (4)
LWIA 05	75.7% (12)	73.7% (16)	71.4% (20)	67.5% (19)	71.3% (16)
LWIA 06	73.9% (14)	71.2% (20)	68.6% (22)	71.3% (15)	65.4% (21)
LWIA 07	68.9% (17)	74% (15)	77.4% (12)	69.7% (17)	66.5% (20)
LWIA 10	71.5% (15)	69.4% (21)	74% (18)	69.3% (18)	66.7% (19)
LWIA 11	78.8% (9)	88.9% (5)	73.5% (19)	73.1% (14)	70.3% (17)
LWIA 13	61% (22)	85.3% (7)	74.5% (16)	78.9% (11)	85.4% (6)
LWIA 14	84.1% (7)	87.5% (6)	75% (15)	81.8% (9)	72.5% (14)
LWIA 15	92.1% (1)	94.3% (1)	90.5% (2)	91.1% (1)	86.1% (5)
LWIA 17	78.2% (10)	75% (14)	86.7% (4)	77.1% (12)	73.3% (12)
LWIA 18	76.5% (11)	73.5% (17)	77.5% (11)	69.8% (16)	73.1% (13)
LWIA 19	89.7% (3)	93% (3)	88% (3)	90.9% (2)	100% (1)
LWIA 20	86.7% (4)	83.6% (10)	92.7% (1)	88.3% (3)	82.1% (8)
LWIA 21	91.4% (2)	82.4% (11)	80.6% (9)	84.4% (7)	91.7% (3)
LWIA 22	65.1% (19)	93.6% (2)	82.3% (7)	82% (8)	84.6% (7)
LWIA 23	80.9% (8)	89.1% (4)	83.7% (5)	86.4% (4)	92.2% (2)
LWIA 24	68% (18)	80.9% (12)	77.3% (13)	85.1% (5)	78.5% (9)
LWIA 25	75.6% (13)	85% (8)	79.8% (10)	80.3% (10)	69.4% (18)
LWIA 26	70% (16)	62.5% (22)	69.6% (21)	61.4% (22)	71.7% (15)



Title I Program Trendlines

# PY2021 Local Scorecard



Title I Program Rankings



# Local WIOA Performance Comparison Tool

Select year & quarter (for employment)

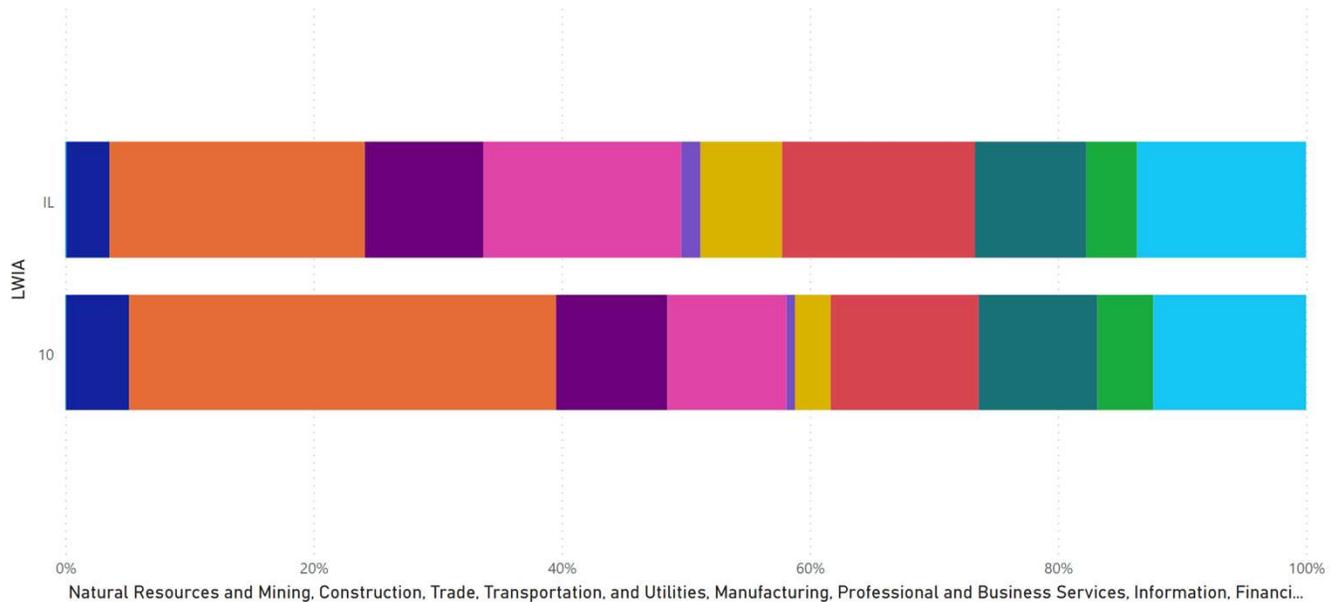
Multiple selections ▼

Select year & quarter (for employment)

2022-1 ▼

## Share of Employment by Industry

- Natural Resources and Mining
- Construction
- Trade, Transportation, and Utilities
- Manufacturing
- Professional and Business Services
- Information
- Financial Activities
- Educational and Health Services
- Leisure and Hospitality
- Other Services
- Government
- All Other & Suppressed



Source: Illinois Department of Employment Security, Current Employment Statistics, Respective Years.

Home

Unemployment Trend



# Title IB State Performance Negotiations

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

<b>Adult</b>	<b>PY2020 Negotiated</b>	<b>PY2020 Adjusted</b>	<b>PY2020 Actual (WIPS)</b>	<b>PY2021 Negotiated</b>	<b>PY2022 Negotiated</b>	<b>PY2023 Negotiated</b>
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%
<b>Dislocated Worker</b>	<b>PY2020</b>	<b>PY2020 Adjusted</b>	<b>PY2020 Actual</b>	<b>PY2020</b>	<b>PY2022</b>	<b>PY2023</b>
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%
<b>Youth</b>	<b>PY2020</b>	<b>PY2020 Adjusted</b>	<b>PY2020 Actual</b>	<b>PY2020</b>	<b>PY2022</b>	<b>PY2023</b>
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%



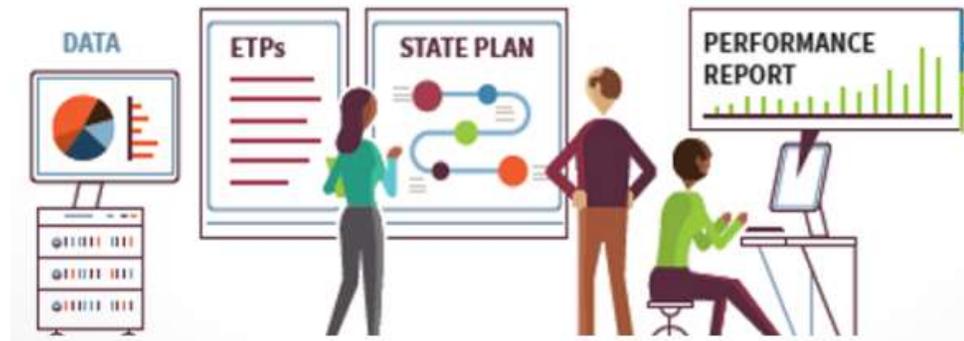
## Statistical Adjustment Model

- 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



# A Look Back at PY2020 Assessments

- Illinois met ALL of its assessed indicators
- LWIBs were successful in meeting 87.8% of their cumulative indicators
  - 6 Indicators over three Title I Programs for 22 LWIAs (132 total assessed)
  - 116 successfully met the 90% threshold
  - 15 were in excess of 81.2%
  - 72 adjustment factors were negative (helped performance outcomes)
  - 21 LWIBs would have met the NEW Overall Program Score in all 3 Title I Programs
  - 21 LWIBs would have met the NEW Overall Indicator Score in the 2 assessed indicators





# Local Performance Goals Proposal

- Submit PY 2022/2023 Expected Levels of Performance to OET
  - Attachment G: Performance Goal Proposal Form
  - Due September 2, 2022
- Include supporting data and rationale with form to support the local proposals
- Historical data and information
- Past performance outcomes
- Data and information should be verifiable and replicable
- Signed by LWIB Chair(s) and CEO(s)
- Local Negotiation Call scheduled following submission and review of Attachment G



# Local Performance Negotiation Calls

- Introductions and Identification of “spokesperson or lead” for teams
- Opening Conference
  - Overview of call
  - Permissible and impermissible data and information
- Local Proposed Goals to be Accepted by State
- Proposal and Counterproposal of each Local Goal not initially accepted by State
- Closing Conference
  - Acknowledge and agreement of each negotiated performance measure
- Confirmation Letter issued within 10 days by State to LWIB Chair and CEO





## Mark Burgess

*Performance Measures Manager*  
Office of Employment and Training  
Illinois Department of Commerce and  
Economic Opportunity

✉ [mark.a.burgess@Illinois.gov](mailto:mark.a.burgess@Illinois.gov)

✉ Cc: Paula Barry: [paula.barry@illinois.gov](mailto:paula.barry@illinois.gov)

📞 (c) 217.970.0061



thank you