



# WIOA Performance Accountability System

WIOA PARTNERS MEETING

SEPTEMBER 29, 2016

# Background



- WIOA was signed into law on July 22, 2014
- Amends/reauthorizes four program
  - Workforce Investment Act of 1998
  - Adult Education and Family Literacy Act
  - Wagner-Peyser Act of 1933
  - Rehabilitation Act of 1973

# WIOA Key Change - Alignment

- Aligns Federal investments to support job seekers and employers
  - Unified strategic planning across core programs at State level;
  - Plans include strategic vision and goals for preparing an educated and skilled workforce and meeting needs of employers;
  - Unified plan must address a State's strategy for engaging community and technical colleges as partners in workforce system.

# WIOA Key Change – Serving Vulnerable Workers

- Includes a new definition for individuals with a barrier to employment.
  
- The term “individual with a barrier to employment” means a member of 1 or more of the following populations:
  - (A) Displaced homemakers,
  - (B) Low-income individuals,
  - (C) Indians, Alaska Natives, and Native Hawaiians,
  - (D) Individuals with disabilities, including youth who are individuals with disabilities,
  - (E) Older individuals,
  - (F) Ex-offenders,
  - (G) Homeless individuals,

## WIOA Key Change – Serving Vulnerable Workers (cont.)

- (H) Youth who are in or have aged out of the foster care system,
- (I) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers,
- (J) Eligible migrant and seasonal farmworkers, as defined in section 167(i),
- (K) Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.),
- (L) Single parents (including single pregnant women),
- (M) Long-term unemployed individuals,
- (N) Such other groups as the Governor involved determines to have barriers to employment.

# WIOA Key Change - Performance

- Establishes common performance measures and encourages common data systems across core programs
  - Six primary indicators of performance to be negotiated with each State by Secretaries of Education and Labor as part of the Unified State plan.
  - States negotiate performance levels with local areas.
  - Indicators include employment-related outcomes, credential attainment and measurable skills gain. Performance goals reflect economic conditions and participant characteristics.

# Purpose of WIOA Performance Accountability Measures



- Establishes performance accountability measures that apply across the core programs to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by those programs.
- The performance accountability system is critical in assessing the effectiveness of programs, with the goal of ensuring that individuals served attain the skills needed to succeed in the 21st century economy.

# Everyone's Face Right Now



# WIOA Core Programs

WIOA MEASURES ARE APPLICABLE TO ALL CORE PROGRAMS



- Title IB: Adult Program
- Title IB: Dislocated Worker Program
- Title IB: Youth Program
- Title II: Adult Education Family Literacy Act
- Title III: Wagner-Peyser Employment Services
- Title IV: Vocational Rehabilitation

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# WIA vs. WIOA Performance

## TITLES I-IV



### WIA (TITLES IB & III)

Entered Employment 1<sup>st</sup> Qtr. After Exit  
Employ. Retention 2<sup>nd</sup> and 3<sup>rd</sup> Qtr. After Exit  
Six Months Ave. Earnings 2<sup>nd</sup> and 3<sup>rd</sup> Qtr. After Exit  
  
Placement in Employ/Educ. 1<sup>st</sup> Qtr. After Exit Attainment of Degree or Certificate by 3<sup>rd</sup> Qtr. After Exit; Literacy Numeracy Gains (Youth Programs)

### AEFLA (Title II)

Educational Gain  
  
Entered Employ. 1<sup>st</sup> Qtr. After Exit  
  
Retained Employ. 3<sup>rd</sup> Qtr. After Exit  
  
Obtained GED or Secondary School Diploma  
  
Entered Post-Sec. Educ. Or Train.

### VR Title IV

Number Employed  
  
Rehab Rate  
  
Competitive Employment  
  
Significantly Disabled  
  
Ave. Hourly Wages vs. State Wage Ave.  
  
Primary Source of Support

### WIOA Primary Indicators of Performance

Employment 2<sup>nd</sup> Qtr. After Exit  
Employment 4<sup>th</sup> Qtr. After Exit  
Median Earnings  
Credential Attainment Rate  
Measurable Skills Gain  
Employer Measure

# Performance Reporting Information Collection Requests (ICRs)

- The Departments of Labor and Education have developed joint regulations for performance, applicable across core programs, and released ICRs.
- Department of Labor has developed program-specific ICRs for various DOL programs.
- Department of Education has developed program-specific ICRs for Adult Education and Family Literacy Act (AEFLA) and Vocational Rehabilitation Services (VR).

# Performance Reporting

- States must begin the process of collecting data for WIOA performance on July 1, 2016.
- The WIOA Common Performance Reporting system requires the use of the Participant Individual Record Layout (PIRL).
- DOL and DOE anticipates that States' PY16 data, due in October 2017, may be incomplete. Full information on outcomes may not be available for all indicators until 2018.

# Alignment Across Programs



- Attempts were made to align definitions across the core programs.
- The terms “reportable individual” and “participant” were revised to improve compatibility.
- However, the distinction between these two terms are used only for the purpose of performance and has no impact upon the eligibility for services.

# Who is a Reportable Individual?



A reportable individual:

- Is someone who has taken action that demonstrates an intent to use program services, and
- Meets specific program criteria for reporting, which may include:
  - Provision of self-identifying information,
  - The use of self-service system, or
  - Receives information-only services or activities.

Reportable individuals are not included in performance calculations for primary indicators.

# Who is a Participant?



A participant:

- Is a reportable individual
- Satisfies all applicable programmatic requirements for the provision of services, such as eligibility determination
- Has received staff-assisted services
- Have received vocational rehabilitation services under a signed individualized plan for employment (VR-only)

Participants must be included in performance calculations.

# Who is Not a Participant?



The definition of “a participant” does not include:

- Individuals who only use self-service
- Individuals who receive “information-only” services or activities
- Individuals in an AEFLA program who have not completed at least 12 contact hours.
- Individuals with disabilities who receive pre-employment transition services without having applied or been determined eligible for the VR Program.

# Defining Participants (Titles I-IV)



## Title I: WIOA Adult Program



## Title I: WIOA Dislocated Worker Program



## Title I: WIOA Youth Program



## Title II: AEFLA Program



## Title III: Wagner-Pevser Employment Services



## Title IV: Vocational Rehabilitation Program



Information as of: 11/03/2015

# What is an Exit?



An “Exit” is generally the last date of service for all core programs, except Vocational Rehabilitation. VR considers an exit to be the date of case closure.

The “last date of service” means the individual has not received any services for 90 days and no future services are planned.

For the purpose of this definition, “services” does not include self-service, information-only activities, or follow-up activities.

In order to determine if an Exit is appropriate, States will retroactively determine if 90 days have passed without services and no future services are scheduled.

# Periods of Participation and General Performance Accountability



- Generally, WIOA provides that States/Programs are accountable for performance outcomes for each Period of Participation.
  - This relates to outcomes only. Participants Served counts are unduplicated across the PY so that each Participant only counts once no matter how many Periods of Participation they have during the PY.
  - A single individual with multiple “periods of participation” in a single program year will be counted multiple times in that program year’s performance outcomes.

# Periods of Participation and General Performance Accountability



- This also means that States/Programs will be accountable for the Exit-based outcome measures nearly every time an Participant Exits on the following measures (even if the person exits more than once during the reporting period):
  - Employed 2<sup>nd</sup> Quarter
  - Employed 4<sup>th</sup> Quarter
  - Median Earnings 2<sup>nd</sup> Quarter
  - Credential Rate (for those who were at the 9<sup>th</sup> grade level)
  
- There are limited circumstances in which a Participant would be removed from performance including if at exit or during the 4 quarters that follow, the Participant was deceased, institutionalized, hospitalized for a period expected to last more than 90 days, or recalled to active military duty for a period expected to last longer than 90 days.

# Periods of Participation During a Program Year



It is possible for single Participant to have more than one Period of Participation within a year.

- **Example:**

July 1, 2016

June 30, 2017



**Program Year**

**Customer is participant  
from  
07/01/16 – Sept 30, 2016  
(official exit date)**

**Customer becomes a  
participant again on  
3/1/17 and exits 5/20/17**

# Federal Common Performance Measures



- Number Served
- Number Exited
- Funds Expended
- Employment Rate
- Median Earnings
- Credential Attainment Rate
- Measurable Skills Gain
- Effectiveness in Serving Employers

# States' Reaction to New WIOA Performance Measures



## Employment Rates – 2<sup>nd</sup> and 4<sup>th</sup> Qtr.



Percentage of program participants who are in unsubsidized employment during the **second quarter** after exit from the program.

Percentage of program participants who are in unsubsidized employment during the **fourth quarter** after exit from the program.

# Employment Rates – 2<sup>nd</sup> and 4<sup>th</sup> Qtr. (Not A Retention Rate)



- Under WIA, a retention measure based on individuals who were employed in the first quarter after exiting from WIA services, and who were also employed in the second and third quarters.
- WIOA does not have an equivalent to the WIA retention measure.
- Instead, WIOA requires a second—separate and distinct—employment indicator for the fourth quarter after exit, which measures the employment rate in that quarter, regardless of whether those participants also were employed in the second quarter after exit from the program.

# Median Earnings



Median earnings of program participants who are in **unsubsidized employment** during the **second quarter** after exit from the program.

The Departments of Labor and Education supported the use of median earnings rather than average (mean) earnings used under WIA, noting that averages can be skewed by a few numbers.

# Credential Attainment Rate



- Percentage of program participants who obtain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent during participation in or within 1 year after exit from the program.
- plus the number of participants who exited that were in a secondary education program and who obtained a secondary education diploma or its equivalent during the program or within one year after exit AND who were also employed or enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit.
- Divided by the number enrolled in these activities

# Measurable Skills Gain



Percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains toward such a credential or employment.

Measurable skills gains must be documented as:

- 1) educational functional level gain;
- 2) secondary diploma or equivalent;
- 3) secondary/postsecondary transcript/report card;
- 4) training milestone; or
- 5) skills progression.

# Measurable Skills Gain - Documentation

Depending upon the type of education or training program, documented progress is defined as one of the following:

- Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level;
- Documented attainment of a secondary school diploma or its recognized equivalent;
- Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State's unit academic standards;



# Measurable Skills Gain - Documentation (cont.)



- A satisfactory or better progress report towards established milestones, such as completion of an OJT, or one year of an apprenticeship program or similar milestone, from an employer or training provider who is providing training, or
- Successful passage of an exam that is required for a particular occupation, or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

# Employer Measure – Effectiveness in Serving Employers



Employer Penetration Rate – The total number of establishments that received a service or other assistance as a percentage of the total number of establishments within the area; or

Repeat Business Customers – Total number of establishments that continue to receive services and who utilize a service in the previous three years as a percentage of the total unique business customers who have received a service in the last three years.

# Employer Measure – Effectiveness in Serving Employers Continued



Also eventually will include:

- Employer Information and Support Services
- Workforce Recruitment Assistance
- Engaged in Strategic Planning/Economic Development
- Accessing Untapped Labor Pools
- Training Services
- Incumbent Worker Services
- Rapid Response/Business Downsizing Assistance
- Planning Layoff Response

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# Performance Negotiations – Core Programs (DOL)



- Department of Labor concluded negotiations with States on August 15, 2016 for PY16 and PY17 for:
  - WIOA adult
  - WIOA dislocated worker
  - WIOA youth

# DOL WIOA Performance Negotiations Team



# ADWS WIOA Performance Negotiations Team



# ADWS WIOA Performance Negotiations Team, After Several Rounds



**I have a very  
particular set  
of skills**

**skills  
that  
make  
me a  
nightmare  
for people like you**



# Final Performance Levels for WIOA and WP

## Performance Levels for WIOA and WP State of Arkansas

	PY 2016	PY 2017
<b>WIOA Adult</b>		
Employment Rate 2 <sup>nd</sup> quarter after exit	82.5%	82.5%
Employment Rate 4 <sup>th</sup> quarter after exit	78.0%	78.0%
Median Earnings in the 2 <sup>nd</sup> quarter after exit	\$5,842	\$5,842
Credential Attainment Rate	75.3%	75.3%
<b>WIOA Dislocated Worker</b>		
Employment Rate 2 <sup>nd</sup> quarter after exit	77.0%	77.0%
Employment Rate 4 <sup>th</sup> quarter after exit	74.5%	74.5%
Median Earnings in the 2 <sup>nd</sup> quarter after exit	\$6,400	\$6,400
Credential Attainment Rate	75.0%	75.0%
<b>WIOA Youth</b>		
Education or Training Activities or Employment in the 2 <sup>nd</sup> quarter after exit	75.0%	75.0%
Education or Training Activities or Employment in the 4 <sup>th</sup> quarter after exit	71.2%	71.2%
Credential Attainment Rate	70.0%	70.0%
<b>Wagner-Peyser</b>		
Employment Rate 2 <sup>nd</sup> quarter after exit	65.5%	65.5%
Employment Rate 4 <sup>th</sup> quarter after exit	67.0%	67.0%
Median Earnings in the 2 <sup>nd</sup> quarter after exit	\$4,500	\$4,500



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# Performance Negotiations – Core Programs (DOE)



The Department of Education’s Office of Career, Technical, and Adult Education Program Memorandum OCTAE 16-2:

- For the AEFLA program, States were required to negotiate levels of performance for only the measurable skill gain indicator. The remaining five performance indicators are considered “baseline” for PY16 and PY17.
- States proposed an expected level of performance for the measurable skill gain indicator informed, as appropriate, by its historical data on educational functioning level (EFL) completion
- For Vocational Rehabilitative Services, the Department of Education is using its transition authority to take the time necessary to implement a negotiation process.

# PY2016-17 Negotiated Performance Levels

**Arkansas's PY2016/2017 Negotiated Performance Levels**

Indicator/ Program	Title II Adult Educ.	Title IV Rehab Services	Title I Adults	Title I Dislocated Workers	Title I Youth	Title III Wagner- Peyster	Average Indicator Score
Employment 2 <sup>nd</sup> Qtr. after exit	Baseline	Baseline	82.5%/ 82.5%	77.0%/ 77.0%	75.0%/ 75.0%	65.5%/ 65.5%	<b>1</b>
Employment 4 <sup>th</sup> Qtr. after exit	Baseline	Baseline	78.0%/ 78.0%	74.5%/ 74.5%	71.2%/ 71.2%	67.0%/ 67.0%	<b>2</b>
Median Earnings 2 <sup>nd</sup> Qtr. after exit	Baseline	Baseline	\$5,842/ \$5,842	\$6,400/ \$6,400	Baseline	\$4,500/ \$4,500	<b>3</b>
Credential Attainment	Baseline	Baseline	75.3%/ 75.3%	75.0%/ 75.0%	70.0%/ 70.0%		<b>4</b>
Measurable Skills Gain	<b>Negotiated</b>	Baseline	Baseline	Baseline	Baseline		<b>5</b>
Effectiveness in Serving Employers	Baseline	Baseline	Baseline	Baseline	Baseline	Baseline	<b>6</b>
Average Program Score (90%)	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	

- States must collect and report on all primary indicators of performance, including those that have been designated as “baseline.”
- The actual performance data reported by States for the “baseline” indicators in the first two years of implementation will serve to support future negotiations.
- OCTAE will negotiate with States for Title II – AEFLA programs, and RSA will negotiate with States for the Title IV – Vocational Rehabilitation programs.

# How will we get the data?



- Extracts from the data systems currently used by the core programs.
- Use the State's workforce longitudinal database creator of the Arkansas Research Center to conduct data matches for employment and credential related measures until an integrated system is available.

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# Performance Reporting - State

## WIOA Minimum Performance Reporting Requirements (Section 116)

### STATE REPORTS

Template to be finalized no later than July 22, 2015

Programs	Measures	Scope of Reporting	Reports Broken down for Flow and Performance Measures by
<ul style="list-style-type: none"> <li>Title I Adult</li> <li>Title I Dislocated</li> <li>Title II Adult Ed</li> <li>Title I of Rehab Act</li> </ul>	<ul style="list-style-type: none"> <li>● Employment Rate (Q2 post-exit)</li> <li>● Employment Rate (Q4 post-exit)</li> <li>● Median Earnings</li> <li>● Credential Rate</li> <li>● Measurable Skills Gains</li> <li>● Employer Measure(s)</li> </ul>	<p>Annual report for each State</p> <p>Percent of negotiated plan achieved.</p> <p>Reports to include most recent year and 3 preceding years.</p>	<p><u>Characteristics</u></p> <p>Age</p> <p>Ethnicity</p> <p>Gender</p> <p>Race</p> <p><u>Employment Barriers</u></p> <p>Disabled</p> <p>Displaced homemaker</p> <p>Ex-offenders</p> <p>Homeless</p> <p>Indian, Alaska Natives, Native Hawaiian</p> <p>Limited English, low literacy or substantial cultural barriers</p> <p>Low-income</p> <p>Long-term unemployed (26+ weeks)</p> <p>Migrant and seasonal farm workers</p> <p>Older Workers (age 55+)</p> <p>Single parents (including single pregnant woman)</p> <p>Youth in or aged out of foster care</p> <p>Exhausting Part A Title IV of Social Security with 2 years</p> <p>Other group(s), determined by Governor</p>
<ul style="list-style-type: none"> <li>Wagner- Peyser</li> </ul>	<ul style="list-style-type: none"> <li>● Employment Rate (Q2 post-exit)</li> <li>● Employment Rate (Q4 post-exit)</li> <li>● Median Earnings</li> <li>● Employer Measure(s)</li> </ul>	<p>Easily understandable format; also electronically.</p> <p>Ability to benchmark with other States.</p>	<p><u>Services</u></p> <p>Served &amp; exited &amp; funds expended by Career Services &amp; Training</p> <p>Percent training-related employment</p> <p>Percent co-enrolled in core programs</p> <p>Percent Admin expenditures</p>
<ul style="list-style-type: none"> <li>Title I Youth</li> </ul>	<ul style="list-style-type: none"> <li>● Placement in Emp/Ed/Train (Q2 post-exit)</li> <li>● Placement in Emp/Ed/Train (Q4 post-exit)</li> <li>● Median Earnings</li> <li>● Credential Rate</li> <li>● In Program Skill Gains</li> <li>● Employer Measure(s)</li> </ul>		

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# Performance Reporting - Local

## WIOA Minimum Performance Reporting Requirements (Section 116)

### LOCAL AREA REPORTS

Template to be finalized no later than July 22, 2015

Programs	Measures	Scope of Reporting	Reports Broken down for Flow and Performance Measures by*
<b>Title I Adult</b> <b>Title I Dislocated</b>	<ul style="list-style-type: none"> <li>● Employment Rate (Q2 post-exit)</li> <li>● Employment Rate (Q4 post-exit)</li> <li>● Median Earnings</li> <li>● Credential Rate</li> <li>● Measurable Skills Gains</li> <li>● Employer Measure(s)</li> </ul>	<p>Annual report for each area</p> <p>Percent of negotiated plan achieved.</p> <p>Reports to include most recent year and 3 preceding years.</p> <p>Easily understandable format; also electronically.</p> <p>Ability to benchmark with other local areas</p>	<p><b>Characteristics</b></p> <p>Age</p> <p>Ethnicity</p> <p>Gender</p> <p>Race</p> <p><b>Employment Barriers</b></p> <p>Disabled</p> <p>Displaced homemaker</p> <p>Ex-offenders</p> <p>Homeless</p> <p>Indian, Alaska Natives, Native Hawaiian</p> <p>Limited English, low literacy or substantial cultural barriers</p> <p>Low-income</p> <p>Long-term unemployed (26+ weeks)</p> <p>Migrant and seasonal farm workers</p> <p>Older Workers (age 55+)</p> <p>Single parents (including single pregnant woman)</p> <p>Youth in or aged out of foster care</p> <p>Exhausting Part A Title IV of Social Security with 2 years</p> <p>Other group(s) determined by Governor</p> <p><b>Services</b></p> <p>Served &amp; exited &amp; funds expended by Career Services &amp; Training</p> <p>Percent training-related employment</p> <p>Percent co-enrolled in core programs</p> <p>Percent Admin expenditures</p>
<b>Title I Youth</b>	<ul style="list-style-type: none"> <li>● Placement in Emp/Ed/Train (Q2 post-exit)</li> <li>● Placement in Emp/Ed/Train (Q4 post-exit)</li> <li>● Median Earnings</li> <li>● Credential Rate</li> <li>● In Program Skill Gains</li> <li>● Employer Measure(s)</li> </ul>		

\*NOTE: *For WIOA participants only: Disaggregation by characteristics/barriers not required if number in category insufficient to yield reliable results or would reveal personal identifiable information.*

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# Performance Report Contents

## WIOA STATEWIDE AND LOCAL PERFORMANCE REPORT TEMPLATE June 2016

OMB Control Number 1205-0526  
Expiration Date: 06-30-2016

ETA-9169

### Statewide Performance Report

<b>PROGRAM</b>		<b>TITLE (select one):</b>	
STATE:	Title I Local Area:	<input type="checkbox"/> Title I Adult	<input type="checkbox"/> Title II Adult Education
REPORTING PERIOD COVERED (Required for current and three preceding years.)		<input type="checkbox"/> Title I Dislocated Worker	<input type="checkbox"/> Title III Wagner-Peyser
From ( mm/dd/yyyy ) :		<input type="checkbox"/> Title I Youth	<input type="checkbox"/> Title IV Vocational Rehabilitation
To ( mm/dd/yyyy ) :		<input type="checkbox"/> Title I and Title III combined	

### SUMMARY INFORMATION

Service	Participants Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Participants Exited (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Funds Expended (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Cost Per Participant Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)
Career Services	1	2	3	4
Training Services	5	6	7	8
Percent training-related employment <sup>1</sup> :		Percent enrolled in more than one core program:		Percent Admin Expended:
9		10		11

### BY PARTICIPANT CHARACTERISTICS

		Total Participants Served (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Total Participants Exited (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Employment Rate (Q2) <sup>2</sup> (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)		Employment Rate (Q4) <sup>2</sup> (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)		Median Earnings (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	Credential Rate <sup>3</sup> (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)		Measurable Skill Gains <sup>3</sup> (Cohort Period: mm/dd/yyyy - mm/dd/yyyy)	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
				Target	Actual	Target	Actual					
<b>Total Statewide</b>		12	13	14	16	17	19	26	27	29	30	32
Sex	Female	33										
	Male	34										
Age	< 16	35										
	16 - 18	36										
	19 - 24	37										
	25 - 44	38										
	45 - 54	39										
	55 - 59	40										
Ethnicity/Race	60+	41										
	American Indian / Alaska Native	42										
	Asian	43										
	Black / African American	44										
	Hispanic / Latino	45										
	Native Hawaiian / Pacific Islander	46										
White	47											
More Than One Race	48											



# Performance Report Contents (cont.)

WIOA STATEWIDE AND LOCAL PERFORMANCE REPORT TEMPLATE  
June 2016

BY EMPLOYMENT BARRIER <sup>4</sup>	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>1</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
				Target		Actual						
Total Statewide	12	13		14	16	17	19	26	27	29	30	32
Displaced Homemakers	49											
English Language Learners, Low Levels of Literacy, Cultural Barriers	50											
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	51											
Ex-offenders	52											
Homeless Individuals / runaway youth	53											
Long-term Unemployed (27 or more consecutive weeks)	54											
Low-income Individuals	55											
Migrant and Seasonal Farmworkers	56											
Individuals with Disabilities (incl. youth)	57											
Single Parents (incl. single pregnant women)	58											
Youth in foster care or aged out of system	59											

<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

Numbers entered into cells in this template are the same as the corresponding "report item number" on the report specification document. Clicking on each hyperlink will take the user to the plain text language and technical specifications of each report item.

**Public Burden Statement (1205-ONEW)**

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondent's reply to these reporting requirements is mandatory (Workforce Innovation and Opportunity Act, Section 116). Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate to the Office of Policy Development and Research • U.S. Department of Labor • Room N-5641 • 200 Constitution Ave., NW, • Washington, DC • 20210. Do NOT send the completed application to this address.



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# Performance Failure Defined

In §677.190, WIOA establishes two thresholds for performance failure. For the State, a performance failure occurs when:

- a) Any overall State program score or overall state indicator falls below 90% for any program year; or
- b) Any State individual indicator fall below 50% for any program year.

*(Note: It does not matter which of the six WIOA Core Programs fail)*

- Sanctions will be applied to the State if, for two (2) consecutive years, the State fails to meet 90% of the overall State program score, 90% of the overall State indicator score, or 50% on any individual indicator score for the same program or indicator.

# Performance Sanctions

- **How Can a Sanction Occur?**
  - A **5 percent sanction** of the Governor's reserve is applied if a state either:
    - **fails to report** in any given program year; or
    - **fails to meet adjusted levels of performance** for 2 consecutive program years.
- Technical assistance is provided to states for any year they fail to meet adjusted levels of performance.

# Performance Improvement Plan (PIP)

- In all instances where the state performance improvement plan is required by the Secretaries of Labor and Education, the specific program(s) identified as failing to meet their adjusted levels of performance will provide to the Arkansas Workforce Development Board a Performance Improvement Plan (PIP).
- This plan must be submitted using a PIP template approved by the Arkansas Workforce Development Board.

# Effectiveness of WIOA's Core Programs

- The WIOA data collection formats permit the Departments to –
  - evaluate program effectiveness,
  - monitor compliance with statutory requirements,
  - analyze participant activity, and
  - comply with OMB efforts to streamline Federal performance reporting

**Questions?**



Arkansas Department  
of Workforce Services