

MASSACHUSETTS

# Workforce Investment Act

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**WIA Communication No. 05-47**

**Policy**    **Information**

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**To:** Chief Elected Officials  
Workforce Investment Board Chairs  
Workforce Investment Board Directors  
Title I Administrators  
Career Center Directors  
Title I Fiscal Officers  
DCS Regional Directors for Workforce Integration  
DCS Associate Directors  
DCS Field Managers

**cc:** WIA State Partners

**From:** Jane Edmonds, Director  
Department of Workforce Development

Susan Lawler, Commissioner  
Division of Career Services

Jonathan Raymond, President  
Commonwealth Corporation

**Date:** June 23, 2005

**Subject:** FY06-FY07 State Title I Performance Goals

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**Purpose:** To distribute the WIA Title I statewide performance goals for FY06 and FY07. An additional purpose is to discuss the state goals in the context of the FY06 local plan reviews.

**Background:** The attached state goals for Title I performance were negotiated under Department of Labor Employment and Training Administration's (USDOL-ETA) guidelines announced on May 13, 2005. In initial guidance from the Department there was a strong emphasis on the expectation that states' goals should conform to the national goals for Title I set under the Government Performance and Results Act (GPRA).

In mid-May, the Department shifted its emphasis away from the GPRA goals to setting statewide goals based upon past performance levels. Douglas Small, USDOL-ETA Boston Regional Administrator convened a conference call on May 13, 2005 with the Region 1 state workforce investment liaisons to review the regional office expectations in setting state goals for Title I Performance. Mr. Small clarified that each state's past performance would be the baseline for negotiations. In addition, the regional office communicated the expectation that states should demonstrate commitment to continuous improvement by submitting goals that reach higher than past and current performance levels.

The USDOL-ETA expectations were expressed more fully in a written response to the initial goals proposed by the Commonwealth. Key points include the following:

- *Past performance and the expectation of continuous improvement over past performance are the key determinants in the negotiation of new goals.*
- *USDOL-ETA believes that the degree of improvement in a particular measure should be tied to the state's national and percentile rankings with low rankings requiring greater improvements. They believe that some measures can be honestly increased through greater follow-up or attention to detail.*
- *GPRA goals will not be a driving force in individual state negotiations.*
- *Incremental improvements over past performance **goals** will not be a consideration in this year's negotiations.*

In addition, the USDOL-ETA expressed concern about Massachusetts' FY2004 performance on the seventeen Title I measures. The state ranked below the 50<sup>th</sup> percentile nationally on all measures and below the 25<sup>th</sup> percentile on most measures. Historically, Massachusetts adult, youth and dislocated worker programs have consistently performed at or above the 50<sup>th</sup> percentile, and in many cases above the 75<sup>th</sup> percentile. The Department's national office and the Boston regional office expect to see an increase in Massachusetts' actual performance as the economy improves, through improved reporting processes and the delivery of technical assistance and performance management information.

The results of the negotiations are shown in *Attachment A - State Performance Goals for FY06-FY07*. The relationship of the negotiation results to past performance is illustrated in *Attachment B - Massachusetts Prior Year Performance Levels*. In some cases the final FY06 goals are 2-3 points higher than the states' FY2004 actual performance, and the FY07 goals are 2 points higher than the FY06 goals. Exceptions include:

- Adult retention rate goal was lowered 6 points due to revised definition;

- Dislocated worker retention rate goal was lowered 4 points due to revised definition;
- Dislocated worker earnings gain goal was lowered from 94% to -\$2,000. Calculating the dollar amount against FY04 pre-program earnings, -\$2000 would be equivalent to 85% of previous wage, and -\$1,800 equivalent to 87% compared to the 94% goal the state had been held to previously;
- Older youth entered employment rate goal increased by only 1 point;
- Older youth credential rate held at the FY05 goal of 50%; and
- Employer customer satisfaction index increased by only 1 point.

The performance adjustments requested in each area's local plan submission will be applied to new state goal levels. The Department of Workforce Development, Division of Career Services and Commonwealth Corporation recognizes that each workforce investment area will have varying capacity to meet their local performance goals based upon the new FY06 and FY07 standards.

The USDOL-ETA anticipates that the FY2005 Annual Report and early FY06 data will, if warranted, provide opportunities for renegotiation of the FY06 and potentially FY07 state goal levels. The Commonwealth anticipates extending the same opportunities for renegotiation to local boards, as warranted. In addition, the USDOL-ETA regional office and the state workforce partners are committed to providing continued technical assistance to improve performance management at the local level. Each area's Regional Director for Workforce Integration will be available to discuss local FY06 performance goals and to gather feedback on local technical assistance needs.

**Action**

**Required:** No action is required at this time. Approved performance adjustments requested in FY06 local plan submissions will be applied to the attached state goals to determine final local goals. A revised Chart 4 will be returned to local areas with plan response letters.

**Inquiries:** Please direct questions about this issuance to [PolicyQA@detma.org](mailto:PolicyQA@detma.org). Also, indicate issuance number and description.

**Filing:** Please file this in your notebook of previously issued WIA Communication Series Issuances as #05-47.

**Attachments:** A. State Performance Goals for FY06-FY07  
B. Massachusetts Prior Year Performance Levels