

# Mass Workforce Issuance

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**Workforce Issuance No. 07- 59**

**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 Associate Directors  
DCS Field Managers

**cc:** WIA State Partners

**From:** David W. Mackley, Director  
Department of Workforce Development

**Date:** August 28, 2007

**Subject:** **State Performance Goals for FY2008 and FY2009**

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**Purpose:** To transmit to Local Workforce Investment Boards, One-Stop Career Center Operators and other local workforce investment partners the Wagner-Peyser, Veterans' and Title I state performance goals for FY08/FY09 resulting from the Department of Workforce Development's June 2007 negotiation with the Boston Regional Office of the U.S. Department of Labor Employment and Training Administration (USDOL-ETA) and Veterans Employment and Training Services (VETS).

**Background:** ETA has taken additional steps to align the federal performance measures methodology for Wagner-Peyser, Veterans and Title I programs.

FY2008/FY2009 State Performance Goals (Attachment A) include:

3 performance goals for Wagner-Peyser  
12 performance goals for Veterans  
17 performance goals for Title I  
32 performance goals

- *Integrated Approach for Assessing Performance against Negotiated Levels*  
For FY08, ETA has defined performance results similarly for Title I and Wagner-Peyser Act programs. The upper bound of the performance range is the negotiated level of performance for the measure, while the lower bound of the range is 80% of the negotiated level of performance. Performance on an individual measure is based on the outcome's position relative to the two boundaries for a measure as follows:

Exceeds – actual performance exceeds 100% of goal

Meets – actual performance falls in a range of 80%-100% of goal

Fails – actual performance is less than 80% of the goal

- *Integrated Negotiation Process* States were required to establish performance levels for the Wagner-Peyser Act and performance levels for services to veterans funded by Wagner-Peyser, the Disabled Veterans' Outreach Program (DVOP) and Local Veterans' Employment Representatives (LVER) at the same time performance levels for Title I programs were negotiated.
- *Continuous Improvement* States were expected to negotiate for levels of performance that would show increases over prior year performance levels and drive continuous improvement. It was acknowledged, however, that state performance levels might vary, up or down, based on prior year performance and environmental factors beyond a state's control.

FY2006-FY2009 State Goals Review (Attachment B) shows the amount of the goal change for each performance measure from FY06 to FY07, from FY07 to FY08, and from FY08 to FY09. In most cases the Department negotiated state goals that are 1-2 points higher than the previous year's goal or the previous year's actual performance. The few goal "increases" were based on *actual* performance in a fiscal year that significantly exceeded the performance goal for the fiscal year. Goal "decreases" were based on *actual* performance in a fiscal year that were well below the performance goal level.

**Policy: State Performance Goals**

FY2008-FY2009 State Performance Goals (Attachment A) displays the state level performance goals that will apply for Wagner-Peyser, Veterans' and Title I customers served at Massachusetts One-Stop Career Centers.

**Local Performance Goals**

The FY08 Title I state goals contained in this issuance will be reduced by each areas' previously approved local performance adjustments to arrive at the final goal level. Updated performance goals for each workforce investment area will be provided, under separate cover, for review and acceptance.

**Effective:** Retroactive to July 1, 2007

**References:** Veterans' Program Letter (VPL) No. 01-07 dated April 20, 2007 Negotiating Performance Goals for Services to Veterans for Program Year 2000;

Training and Employment Guidance Letter (TEGL) 19-06 dated March 30, 2007 Negotiating Performance Goals for the Workforce Investment Act Title IB Programs and Wagner-Peyser Act Program for Program Years 2007 and 2008;

TEGL 17-05 dated February 17, 2006 Common Measures Policy for the ETA Performance Accountability System and Related Performance Issues; and

**Inquiries:** Please email all questions to [PolicyQA@detma.org](mailto:PolicyQA@detma.org). Also, indicate Issuance number and description.

**Attachments:**

- A. FY2008/FY2009 State Performance Goals
- B. FY2006-FY2009 State Goals Review