

## ATTACHMENT M

### INSTRUCTIONS FOR UPDATING LOCAL PERFORMANCE GOALS FOR FISCAL YEAR 2026

#### **State and Local Performance Goals**

The U.S. Department of Labor, Employment and Training Administration (DOLETA) provided guidance for performance goals in Training and Employment Guidance Letter (TEGL) 11-19 Change 1, *Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act (WIOA) Core Programs*, dated May 10, 2023.

The State submitted proposed goals in the WIOA Massachusetts Combined State Plan. These goals were negotiated with DOLETA and the State agreed to final goals in May 2024. These are presented in the table below. MDCS is coordinating the local area performance goals negotiations for WIOA Title I programs for FY 2026.

Per TEGL 11-19 Change 1: “The local board, the Chief Elected Official, and the Governor must negotiate and reach agreement on local levels of performance for two program years at a time, based on the state’s negotiated levels of performance, no later than September 30 in each year in which state negotiations occur. The state must notify its DOL-ETA Regional Office that negotiations are complete.”

Once the Chief Elected Official and the local board have agreed to the proposed local goals, they should be submitted to MDCS to initiate the State review and negotiation.

Per TEGL 11-19 Change 1: “The Departments [USDOL] have developed the framework for an objective statistical adjustment model that satisfies the WIOA requirements at the state level. States must use this framework and develop a model that satisfies their needs at the local level, both in the performance negotiations and year-end adjustment of local levels of performance.”

Local areas should use the MassWorkforce WIOA Performance Information Issuances at <https://www.mass.gov/service-details/massworkforce-wioa-performance-information-issuances> (FY 2025 3<sup>rd</sup> quarter data - **100 DCS 09.139**) for guidance in goal setting. Labor market information is available at <https://www.mass.gov/orgs/labor-market-information> that can also be helpful with planning.

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| WIOA Performance Measures              | Massachusetts<br>Final Negotiated<br>Goals<br>PY25 / FY26 |
|--|---|
| <b>WIOA Adults</b>                     |   |
| Employment (Second Quarter after Exit) | <b>74.0%</b>  |
| Employment (Fourth Quarter after Exit) | <b>75.5%</b>  |
| Median Earnings                        | <b>\$ 7,950.00</b>  |
| Credential Attainment Rate             | <b>68.3%</b>  |
| Measurable Skill Gains                 | <b>43.0%</b>  |
| <b>WIOA Dislocated Workers</b>         |   |
| Employment (Second Quarter after Exit) | <b>78.5%</b>  |
| Employment (Fourth Quarter after Exit) | <b>81.5%</b>  |
| Median Earnings                        | <b>\$ 12,250.00</b>                                       |
| Credential Attainment Rate             | <b>70.5%</b>  |
| Measurable Skill Gains                 | <b>46.0%</b>  |
| <b>WIOA Youth</b>                      |   |
| Employment (Second Quarter after Exit) | <b>75.0%</b>  |
| Employment (Fourth Quarter after Exit) | <b>72.0%</b>  |
| Median Earnings                        | <b>\$ 4,750.00</b>  |
| Credential Attainment Rate             | <b>62.0%</b>  |
| Measurable Skill Gains                 | <b>45.5%</b>  |
| <b>Labor Exchange (LEX)*</b>           |   |
| Employment (Second Quarter after Exit) | <b>64.0%</b>  |
| Employment (Fourth Quarter after Exit) | <b>67.5%</b>  |
| Median Earnings                        | <b>\$ 9,800.00</b>  |
| Effectiveness in Serving Employers     |   |

Performance measures having no goals (shaded boxes) are considered to be baseline indicators. Although, data will be collected and reported.

Definitions for the WIOA Primary Indicators of Performance are provided below.

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#### **WIOA Primary Indicators of Performance**

- The percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program (for Title I Youth, the indicator is participants in education, or advanced training activities or employment in the 2<sup>nd</sup> quarter after exit).
- The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program (for Title I Youth, the indicator is participants in education, or advanced training activities or employment in the 4<sup>th</sup> quarter after exit).
- The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.
- The percentage of program participants enrolled in education or training (excluding those in OJT and customized training) 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.
- The 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.
- Effectiveness of the core programs in serving employers is the percentage of participants in unsubsidized employment during the second quarter after exit who were employed by the same employer in the second and the fourth quarters after exit.

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#### **Local Performance Goal Proposals for FY2026**

Using **Attachment M1: Local Area Performance Goals Request Form**, local workforce areas must either accept the target goals predicted by the local Statistical Adjustment (SAM) Model **that have been pre-filled** in column C (labeled FY2026 LOCAL TARGET GOAL (SAM)) or propose different goals for some or all of the WIOA Title I programs by filling in column D (labeled FY2026 NEW PROPOSED LOCAL GOAL).

Local areas have the following options in proposing goals for FY2026:

1. Use FY2026 Target Goals generated by the local Statistical Adjustment Model (SAM)
2. Negotiate a different goal for one or more performance indicators using the Target Goal as a starting point.

Indicate on the form the option selected for FY2026 by clicking on the appropriate radio button above the State and Local Area columns. If proposing one or more new goals, enter those in column D - FY2026 NEW PROPOSED LOCAL GOAL and please be sure to submit the justification for proposing those goals.

There may be one or more goals in column C - FY2026 LOCAL TARGET GOAL (SAM) that are shown in **bolded** font, indicating that the state goal was used. In some instances, the model was not able to make a valid prediction and so the state goal was used in lieu of the target goal.

Local area specific **Attachment M1: Local Area Performance Goals Request Form** will be sent to each local workforce area along with PDF documents with variables and coefficients used for each program.

#### **Submitting Local Goal Proposals for FY2026**

The Local Area Performance Goals Request Form must be submitted by email to Lisa Caissie at [Lisa.J.Caissie@mass.gov](mailto:Lisa.J.Caissie@mass.gov) by **October 10, 2025**.

Please make sure to complete the top section of the form with the name and email of the individual to be contacted at your MassHire Workforce Area to discuss the proposal if there are questions.