

ATTACHMENT M

INSTRUCTIONS FOR PROPOSING LOCAL PERFORMANCE GOALS FOR FISCAL YEAR 2021 AND FISCAL YEAR 2022

State and Local Performance Goals

The U.S. Department of Labor, Employment and Training Administration (DOLETA) provided guidance for negotiating Fiscal Year 2021 and Fiscal Year 2022 (federal Program Years 2020 and 2021) performance goals in Training and Employment Guidance Letter (TEGL) 11-19, *Negotiations and Sanctions Guidance for the Workforce Innovation and Opportunity Act (WIOA) Core Programs*, dated February 6, 2020.

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 June 2020. These are presented in the table below. MDCS is coordinating the local area performance goals negotiations for WIOA Title I programs for FY2021 and FY2022.

Per TEGL 11-19: “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.

Local areas should use the CCPR (<https://www.mass.gov/service-details/massworkforce-wioa-performance-information-issuances> or <https://www.mass.gov/service-details/fiscal-year-2020-ccpr>) FY20 3rd quarter data for guidance in goal setting. While DOLETA did provide a Statistical Adjustment Model tool for state use this year, it did not include regional data, therefore it may not be useful for local area use in setting performance goals.

ATTACHMENT M

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WIOA Performance Measures	Massachusetts Final Negotiated Goals	
	PY 20	PY 21
WIOA Adults		
Employment (Second Quarter after Exit)	86.5%	86.5%
Employment (Fourth Quarter after Exit)	78.0%	78.0%
Median Earnings	\$5,800.00	\$6,200.00
Credential Attainment Rate	73.0%	73.5%
Measurable Skill Gains	40.0%	40.0%
WIOA Dislocated Workers		
Employment (Second Quarter after Exit)	86.0%	86.0%
Employment (Fourth Quarter after Exit)	85.0%	85.0%
Median Earnings	\$8,300.00	\$8,800.00
Credential Attainment Rate	65.0%	66.0%
Measurable Skill Gains	40.0%	40.0%
WIOA Youth		
Employment (Second Quarter after Exit)	81.0%	81.0%
Employment (Fourth Quarter after Exit)	74.0%	74.0%
Median Earnings	\$3,500.00	\$3,600.00
Credential Attainment Rate	70.5%	70.5%
Measurable Skill Gains	50.0%	50.0%
Labor Exchange		
Employment (Second Quarter after Exit)	65.0%	65.0%
Employment (Fourth Quarter after Exit)	65.0%	66.0%
Median Earnings	\$6,400.00	\$6,800.00
Effectiveness in Serving Employers		

Performance measures having no goals (shaded boxes) are considered to be baseline indicators. Performance data will be collected and reported for these indicators for these two years, at which time there will be sufficient data to develop annual goals.

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

ATTACHMENT M

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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 training activities or employment in the 2nd 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 training activities or employment in the 4th 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 measureable skill gains toward such a credential or employment.
- Effectiveness of the core programs in serving employers. Definition of this indicator has not been finalized but will involve a combination of two outputs such as retention of the same employer in the 2nd and 4th quarters after exit, employer penetration rate, and repeat business customer rate.

Local Performance Goal Proposals

Local workforce areas must propose goals for WIOA Title I programs. Local areas will have the State Wagner-Peyser (Labor Exchange) goals.

For FY2021 and FY2022, local areas may accept the State Title I goals on any or all the measures, or local areas may propose a different goal from the State Title I goal. If requesting a goal other than the State goal, local areas must provide a justification with evidential data.

Note: State goals were negotiated with the USDOL/ETA based on pre pandemic economic data. Likewise, local areas will need to propose local goals in accord with State goals.

ATTACHMENT M

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Submitting Local Goal Proposals

Each local area must propose a goal for FY2021 and FY2022 for each WIOA Title I measure using **Attachment J1: Local Area Performance Goals Request Form**.

- If the local area accepts the state FY2021 goals and the state FY2022 goals, then simply mark the check boxes with a checkmark and submit.
- If requesting a goal other than the State goal, local areas must provide a justification with evidential data.
- Proposed goals for FY2021 and FY2022 may be the same. Local areas will be asked to review and update goals during the FY2022 planning cycle, next year.

The Local Area Performance Goals Request Form must be submitted by email to Lisa Caissie at Lisa.J.Caissie@mass.gov by **August 31, 2020**.

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