

## ATTACHMENT M

### INSTRUCTIONS FOR UPDATING LOCAL PERFORMANCE GOALS FOR FISCAL YEAR 2024

#### **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 2022. These are presented in the table below. MDCS is coordinating the local area performance goals negotiations for WIOA Title I programs for FY 2024.

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.

Local areas should use the MassWorkforce WIOA Performance Information Issuances at <https://www.mass.gov/service-details/massworkforce-wioa-performance-information-issuances> (FY 2023 3<sup>rd</sup> quarter data) 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 Final Negotiated Goals	
	FY 2023	FY 2024
<b>WIOA Adults</b>		
Employment (Second Quarter after Exit)	79.0%	79.0%
Employment (Fourth Quarter after Exit)	78.0%	78.0%
Median Earnings	\$6,300.00	\$6,400.00
Credential Attainment Rate	73.5%	73.5%
Measurable Skill Gains	40.0%	40.0%
<b>WIOA Dislocated Workers</b>		
Employment (Second Quarter after Exit)	83.0%	83.0%
Employment (Fourth Quarter after Exit)	83.0%	83.0%
Median Earnings	\$10,000.00	\$10,500.00
Credential Attainment Rate	71.0%	71.5%
Measurable Skill Gains	45.0%	45.5%
<b>WIOA Youth</b>		
Employment (Second Quarter after Exit)	75.0%	75.0%
Employment (Fourth Quarter after Exit)	72.0%	72.0%
Median Earnings	\$3,600.00	\$3,700.00
Credential Attainment Rate	65.0%	65.0%
Measurable Skill Gains	45.0%	45.0%
<b>Labor Exchange</b>		
Employment (Second Quarter after Exit)	63.0%	63.0%
Employment (Fourth Quarter after Exit)	65.0%	66.0%
Median Earnings	\$8,000.00	\$8,100.00
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 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 2<sup>nd</sup> and 4<sup>th</sup> quarters after exit, employer penetration rate, and repeat business customer rate.

#### **Local Performance Goal Proposals for FY2023 and FY2024**

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

Local areas have the following options in proposing goals for FY2024:

1. Use FY2024 State Goals
2. Use the FY2024 Goals that were Proposed in FY2023 \*\*
3. Propose New FY2024 Goals and provide a justification with evidential data

Indicate on the form the options selected for FY2024 by clicking on the circles (radio buttons) above the State and Local Area columns. Enter proposed goals for FY2024 in Column E.

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#### **Submitting Local Goal Proposals for FY2024**

Unless the *Use FY24 State Goals* option is selected, each local area must enter a goal for FY2024 (column E) for each WIOA Title I measure using **Attachment 1: Local Area Performance Goals Request Form**.

**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 the date specified in the *Local Annual Operating Plan Guidance: Fiscal Year 2024* issuance when posted.**

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 MassHire Workforce Area.

**\*\* Note:** If selecting “Use the FY2024 Goals that were Proposed in FY2023” a second negotiation will take place based on the justification you submitted last year and the State’s FY2024 negotiated goals.