

ATTACHMENT M

INSTRUCTIONS FOR UPDATING LOCAL PERFORMANCE GOALS FOR FISCAL YEAR 2025

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 2025.

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 2024 3rd 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.

ATTACHMENT M

INSTRUCTIONS FOR UPDATING LOCAL PERFORMANCE GOALS FOR FISCAL YEAR 2025

WIOA Performance Measures	Massachusetts Final Negotiated Goals PY24 / FY 25
WIOA Adults	
Employment (Second Quarter after Exit)	73.5%
Employment (Fourth Quarter after Exit)	75.0%
Median Earnings	\$ 7,900.00
Credential Attainment Rate	68.0%
Measurable Skill Gains	41.5%
WIOA Dislocated Workers	
Employment (Second Quarter after Exit)	78.0%
Employment (Fourth Quarter after Exit)	81.0%
Median Earnings	\$ 12,000.00
Credential Attainment Rate	70.0%
Measurable Skill Gains	45.0%
WIOA Youth	
Employment (Second Quarter after Exit)	75.0%
Employment (Fourth Quarter after Exit)	72.0%
Median Earnings	\$ 4,500.00
Credential Attainment Rate	60.0%
Measurable Skill Gains	45.0%
Labor Exchange (LEX)*	
Employment (Second Quarter after Exit)	63.5%
Employment (Fourth Quarter after Exit)	67.0%
Median Earnings	\$ 9,500.00
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.

ATTACHMENT M

INSTRUCTIONS FOR UPDATING LOCAL PERFORMANCE GOALS FOR FISCAL YEAR 2025

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 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 advanced 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 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.

ATTACHMENT M

INSTRUCTIONS FOR UPDATING LOCAL PERFORMANCE GOALS FOR FISCAL YEAR 2025

Local Performance Goal Proposals for FY2025

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 FY2025 LOCAL TARGET GOAL (SAM)) or propose different goals for WIOA Title I programs by filling in column D (labeled FY2025 NEW PROPOSED LOCAL GOAL).

Local areas have the following options in proposing goals for FY2025:

1. Use FY2025 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 FY2025 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 - FY2025 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 - FY2025 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 FY2025

The Local Area Performance Goals Request Form must be submitted by email to Lisa Caissie at Lisa.J.Caissie@mass.gov by **October 20, 2024** as specified in the *Local Annual Operating Plan Guidance: Fiscal Year 2025* ([*Issuance: 100 DCS 04.114*](#)).

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.