

ATTACHMENT J

INSTRUCTIONS FOR PROPOSING LOCAL PERFORMANCE GOALS FOR FISCAL YEAR 2017 AND FISCAL YEAR 2018

State and Local Performance Goals

The U.S. Department of Labor, Employment and Training Administration (DOLETA) provided guidance for negotiating Fiscal Year 2017 and Fiscal Year 2018 (federal Program Years 2016 and 2017) performance goals in Training and Employment Guidance Letter (TEGL) 26-15, *Negotiating Performance Goals for the Workforce Innovation and Opportunity Act (WIOA) Title I Programs and Wagner-Peyser Employment Service as Amended by Title III, for Program Year (PY) 2016 and 2017*, dated June 29, 2016.

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 August 2016. These are presented in the table below. DCS is required to negotiate local area performance goals for WIOA Title I programs for FY17 and FY18.

Be aware that FY17 and FY18 will be benchmark years and no determination of financial sanctions will be made at the State or local level. Local areas will have the opportunity to renegotiate FY18 goals as part of the FY18 planning cycle.

Since the WIOA Indicators of Performance are not the same as the WIA Common Measures, DCS developed projected WIOA performance using FY2016 data for each local workforce area to guide goal setting – see Attachment J2.

DOLETA has provided a Statistical Adjustment Model, established by the Secretaries of Labor and Education, incorporating information from prior performance reporting, labor market and economic data factors, and expected characteristics of participants. The Model is complex and the county-based data limits its value for many of our workforce areas. (That is the primary reason that DCS is providing Attachment J2 that is based on actual performance at the workforce area level.) DCS will provide information to any workforce area wishing to use the Model prior to submitting proposed goals.

The Model is a primary tool for DOLETA and it is also a requirement for states to make use of the Model for adjustments in future years.

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FY2017 and FY2018 WIOA Performance Measures and Massachusetts State Performance Goals		
	FY17	FY18
WIOA Title I Adult Measures		
Employment Rate in the 2 nd Quarter After Exit	83.0%	86.0%
Employment Rate in the 4 th Quarter After Exit	75.0%	78.0%
Median Earnings in the 2 nd Quarter After Exit	\$4,900.00	\$5,200
Credential Attainment Rate	66.0%	69.0%
Measureable Skills Gains		
Effectiveness in Serving Employers		
WIOA Title I Dislocated Worker Measures		
Employment Rate in the 2 nd Quarter After Exit	84.0%	86.0%
Employment Rate in the 4 th Quarter After Exit	83.0%	85.0%
Median Earnings in the 2 nd Quarter After Exit	\$7,500	\$7,600
Credential Attainment Rate	50.0%	55.0%
Measureable Skills Gains		
Effectiveness in Serving Employers		
WIOA Title I Youth Measures		
Employment/Education Rate in the 2 nd Quarter After Exit	80.0%	80.5%
Employment/Education Rate in the 4 th Quarter After Exit	72.0%	73.0%
Median Earnings in the 2 nd Quarter After Exit		
Credential Attainment Rate	70.0%	70.5%
Measureable Skills Gains		
Effectiveness in Serving Employers		
WIOA Wagner-Peyser Measures		
Employment Rate in the 2 nd Quarter After Exit	60.0%	64.0%
Employment Rate in the 4 th Quarter After Exit	60.0%	62.0%
Median Earnings in the 2 nd Quarter After Exit	\$5,400.00	\$5,500.00
Effectiveness in Serving Employers		

Performance measures having no goals (shaded boxes) are new with WIOA and are considered to be baseline indicators. Performance data will be collected and reported for these indicators for 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.

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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 goals.

For FY2017 and FY2018, local areas may accept the State Title I goals on any or all the measures, or local areas may request a change from the State level to the FY2016 Projected measures provided on attachment J2, or local areas may propose a different goal from the State Title I or J2 attachment goals. If requesting a goal other than the State or J2 goal, local areas must provide a justification with evidential data. Note: no goal below 50% will be accepted.

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Submitting Local Goal Proposals

Each local area must propose a goal for FY17 and FY18 for each WIOA Title I measure using **Attachment J1: Local Area Performance Goals Request Form**.

- If the local area accepts the state FY2017 goals and the state FY2018 goals, then simply mark the check boxes with a checkmark and submit.
- If the local area proposes goals other than the state goals for either FY2017 or FY2018, then fill in column D – *PROJECTED LOCAL GOAL FROM FY2016 DATA* on Attachment J1 using the projected performance data provided on Attachment J2. Enter the proposed goals in column E - *FY2017 PROPOSED LOCAL GOAL* and column F - *FY2018 PROPOSED LOCAL GOAL*.
- If requesting a goal other than the State or J2 goal, local areas must provide a justification with evidential data.
- Proposed goals for FY2017 and FY2018 may be the same. Local areas will be asked to review and update goals for FY2018 with the FY2018 planning cycle.

Title I Baseline indicators are not included on Attachment J1 as goals are not required for these measures. Wagner-Peyser Goals for local areas will be the same as the State Wagner-Peyser goals.

The Local Area Performance Goals Request Form must be submitted by email to Lisa Caissie at Lisa.J.Caissie@MasssMail.State.MA.US BY January 27, 2017.

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.

Webinar

A Webinar on Title I performance measures and goal setting will be held on the morning of December 20. This webinar will include an introduction to the Statistical Adjustment Model mentioned above. Information on the Webinar will be provided through a MassWorkforce Issuance.