

## **PART V. PERFORMANCE MEASURES & GOALS**

### **1. Completing the Labor Exchange and Title I Program and Performance Charts**

Charts 1-4 described below (and provided in an accompanying Excel file) must be completed and submitted as part of the FY 2007 Local Annual Workforce Development Business Plan.

- a. Complete **Chart 1, FY 2007 Labor Exchange Program Summary** indicating planned levels for job seekers and employers.
- b. Complete **Chart 2, FY 2007 WIA Title I Program Summary for Adults and Dislocated Workers**, indicating planned participants, outcomes, and training activity enrollments.
- c. Complete **Chart 3, FY 2007 WIA Title I Program Summary for Youth**, indicating planned participants, outcomes, and enrollments in the ten required program elements. Enrollment of Title I participants in program elements provided by other partners should be counted in the activity section of the summary.
- d. Complete **Chart 4, FY 2007 WIA Title I Performance Goals**, indicating the WIB goals for each of the Title I performance measures. If the proposed local Title I Performance Goals include baseline or negotiated adjustments, a description of the basis of each of the proposed adjustments *must be provided* on the **Performance Adjustment Narrative** form on the following page.
- e. **Chart 5 FY 2007 Common Measures** is provided with the FY 2007 planning forms for information only, to illustrate the common measures for which baseline data will be reported to Department of Labor in FY 2007.

#### **September Plan Modifications**

Local areas are asked to estimate carry-over planning numbers for FY 2007 based on the best information available during the planning season. Plan modifications based on more complete data available in the first quarter of FY 2007 should be submitted to Diane Hurley for approval by September 15. This will allow time for approval and for the Performance Reporting Unit to update planning figures to be reported in the FY 2007 Career Center Performance Reports beginning with the quarter ending September 30, 2006.

## **ATTACHMENT G**

### **Performance Adjustment Narrative**

#### **Summary of Factors Used in Performance Adjustments and/or Proposed Negotiations**

#### **FY 2007 WIA Title I Performance Goals**

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#### **WORKFORCE INVESTMENT BOARD NAME**

This form must be submitted to indicate if the Board is adopting the State Levels for FY 2007, or instead is taking adjustments and/or proposing negotiations. Please indicate below the statement(s) that apply. If (b) and/or (c) are checked, provide summaries according to the instructions on page 15.

- \_\_\_\_\_ (a) The Board adopts the FY 2007 State Goals for FY 2007 Local Goals.
- \_\_\_\_\_ (b) Standard Baseline Adjustments have been taken (Summarized below).
- \_\_\_\_\_ (c) The Board requests negotiation of one or more measures (Summarized below)

## **ATTACHMENT G**

### **Title I Performance Measures: Revised FY 2007 Baseline Adjustments**

The following charts provide data for potential local adjustments to the statewide levels of performance on the Title I performance measures. The charts include adjustments associated with specific levels of service to hard-to-serve participant target groups or with local economic conditions. Proposed adjustments to local performance levels based on these charts *must be described* in a narrative of the plan.

The performance measures may be adjusted downward by the amount indicated, based on planned or estimated service levels for FY 2007 for the various factors. The total adjustment for any measure is the sum of the adjustments for each individual factor. For example, if it is planned or expected that high school dropouts will be 25% of adult participants and that welfare recipients will represent 50% of adult participants, an adjustment of “-3” can be taken for the adult entered employment, six month retention and credential measures.

*Please note that approval of requested adjustments will be considered in light of the impact on the statewide goals. Local adjustments on a particular measure will not be approved if the result will be a statewide average goal that is lower than the FY 2007 State Levels shown on the Title I Performance Goals planning form.*

#### **Negotiation of Expected Levels of Title I Performance**

The state will review any proposed alternative factors submitted with the Title I Performance Goals chart and will compare the proposed performance levels with the statewide averages and with available baseline information. The negotiation process will take into account various factors with potential impact on expected levels of performance, including local differences in economic conditions, the characteristics of participants, and the services to be provided.

A review of the proposed local adjustments (if any) for each performance level, and the adequacy of any information local WIBs offer to substantiate each performance level, will be the core of the negotiation process. For any factors that are in addition to the above baseline adjustments, the state will analyze the quality of the data presented by the WIB, including the relevance of the data, the source and timeliness of the data, and if the data is part of a trend or anomalous. If, after its analysis, the state determines that the factors and adjustments do not support the performance levels proposed by the WIB, the state will negotiate with the local WIB to obtain mutually agreed upon expected levels of performance. The state will complete its analysis and negotiations in a timely manner, with final approval of the local performance measures to be provided as part of the Title I plan review and approval process.

## ATTACHMENT G

### Baseline Economic Factors for FY 2007 Performance Measures Adjustment

UNEMPLOYMENT RATE		
Workforce Investment Area	CY2005 Rev. Unemployment Rate	FY2007 Baseline Adjustment
Berkshire County	4.2%	None
Boston	5.1%	None
Bristol County	5.6%	None
Brockton Area	5.1%	None
Cape Cod and Islands	4.5%	None
Central Mass	4.8%	None
Franklin/Hampshire	4.0%	None
Greater Lowell	5.1%	None
Greater New Bedford	6.3%	- 1
Hampden County	5.7%	None
Lower Merrimack Valley	5.7%	None
Metro North	4.1%	None
Metro South/West	3.6%	None
North Central	5.5%	None
North Shore	4.8%	None
South Coastal	4.5%	None
Statewide Average	4.8%	

AVERAGE AREA WAGES*		
Workforce Investment Area	CY2004 Average Area Wage	FY2007 Baseline Adjustment For Older Youth
Berkshire	\$34,424	-200
Boston	\$69,264	None
Bristol County	\$34,528	- 200
Brockton	\$37,700	- 200
Cape Cod and Islands	\$33,488	- 200
Central Mass	\$41,236	None
Franklin/Hampshire	\$30,940	- 400
Greater Lowell	\$53,196	None
Greater New Bedford	\$33,072	- 200
Hampden County	\$35,840	- 200
Lower Merrimack Valley	\$43,472	None
Metro North	\$53,092	None
Metro South/West	\$57,668	None
North Central	\$35,152	- 200
North Shore	\$40,716	None
South Coastal	\$41,912	None
Statewide Average	\$49,224	

\*Average Area Wage information is provided for use in FY 2007 baseline adjustments to the *Earnings Gain* measure for Older Youth only. FY 2007 will be a baseline year (and no goals will be set) for Adults and Dislocated Workers new *Average Earnings* measure.

## ATTACHMENT G

### ADULTS

<b>Baseline Adjustments for Adult Entered Employment, Retention, and Credential Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 20%	None	21% - 29%	- 1	30% & over	- 2
Limited English	Up to 12%	None	13% - 22%	- 1	23% & over	- 2
Disabled	Up to 10%	None	11% - 17%	- 1	18% & over	- 2
Welfare	Up to 40%	None	41% - 54%	- 1	55% & over	- 2
Unemploymt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2

<b>Baseline Adjustments for Adult Earnings Gain (not applicable in FY07)</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 20%	None	21% - 29%	- 50	30% & over	- 100
Limited English	Up to 12%	None	13% - 22%	- 50	23% & over	- 100
Disabled	Up to 10%	None	11% - 17%	- 50	18% & over	- 100
Welfare	Up to 40%	None	41% - 54%	- 50	55% & over	- 100
Area Wage	Over 40,000	None	33 – 40,000	- 200	27 - 33,000	- 400

### DISLOCATED WORKERS

<b>Baseline Adjustments for Dislocated Worker Entered Employment, Retention, and Credential Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 11%	None	12% - 18%	- 1	19% & over	- 2
Limited English	Up to 8%	None	9% - 16%	- 1	17% & over	- 2
Disabled	Up to 5%	None	6% - 9%	- 1	10% & over	- 2
Age 55 or Older	Up to 18%	None	19% - 24%	- 1	25% & over	- 2
Unemploymt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2

<b>Baseline Adjustments for Dislocated Worker Earnings Gain (not applicable in FY07)</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 11%	None	12% - 18%	- 100	19% & over	- 200
Limited English	Up to 8%	None	9% - 16%	- 100	17% & over	- 200
Disabled	Up to 5%	None	6% - 9%	- 100	10% & over	- 200
Age 55 or Older	Up to 18%	None	19% - 24%	- 100	25% & over	- 200
Area Wage	LT 47,000	None	48 – 55,000	- 200	56 – 63,000	- 400

## ATTACHMENT G

### OLDER YOUTH

<b>Baseline Adjustments for Older Youth Entered Employment, Retention, and Credential Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 59%	None	60% - 70%	- 1	71% & over	- 2
Pregnant/Parent	Up to 30%	None	31% - 42%	- 1	43% & over	- 2
Disabled	Up to 14%	None	15% - 20%	- 1	21% & over	- 2
Lack Basic Skills	Up to 59%	None	60% - 69%	- 1	70% & over	- 2
Unemployt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2

<b>Baseline Adjustments for Older Youth Earnings Gain</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
HS Dropouts	Up to 59%	None	60% - 70%	- 50	71% & over	- 100
Pregnant/Parent	Up to 30%	None	31% - 42%	- 50	43% & over	- 100
Disabled	Up to 14%	None	15% - 20%	- 50	21% & over	- 100
Lack Basic Skills	Up to 59%	None	60% - 69%	- 50	70% & over	- 100
Area Wage	Over 40,000	None	33 - 40,000	- 200	27 – 33,000	- 400

### YOUNGER YOUTH

<b>Baseline Adjustments for Younger Youth Skill Attainment, Diploma, and Retention Rates</b>						
Factor	Service Level Range	Adjustment	Service Level Range	Adjustment	Service Level Range	Adjustment
Welfare	Up to 24%	None	25% - 29%	- 1	30% & over	- 2
Disabled	Up to 30%	None	31% - 39%	- 1	40% & over	- 2
Limited English	Up to 8%	None	9% - 15%	- 1	16% & over	- 2
Lack Basic Skills	Up to 59%	None	60% - 69%	- 1	70% & over	- 2
Unemployt. Rate	Up to 5.7%	None	5.8% - 6.4%	- 1	6.5% & over	- 2