

Performance

Performance accountability indicators and performance reporting requirements are used to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by the workforce development system's six core programs.

There are five performance indicators for the Adult, Dislocated Worker (DLW), and Youth programs. They include quarter two employment rate, quarter four employment rate, median earnings, credential rate, and measurable skill gains.

Employment Rate- 2nd Quarter After Exit

The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.

Note: For Youth, the indicator is the percentage of participants in education or training activities or in unsubsidized employment during the second quarter after exit.

Methodology

The number of participants who exited during the reporting period who are found to be employed, either through direct unemployment (UI) wage record match, Federal or military employment records, or supplemental wage information, in the second quarter after the exit quarter

% divided by

The number of participants who exited during the reporting period.

Employment Rate- 4th Quarter After Exit

The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.

Note: For Youth, the indicator is the percentage of participants in education or training activities or in unsubsidized employment during the fourth quarter after exit.

Methodology

The number of participants who exited during the reporting period who are found to be employed, either through direct UI wage record match, Federal or military employment records, or supplemental wage information, in the fourth quarter after the exit quarter

% divided by

The number of participants who exited during the reporting period.

Median Earnings- 2nd Quarter After Exit

The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

Methodology

Total quarterly earnings, for all participants employed in the second quarter after exit, are collected either by direct wage record match or supplemental wage information. The collected quarterly wage information values are listed in order, from the lowest to the highest value. The value in the middle, in this list is the median earnings value, where there is the same quantity of numbers above the median number as there is below the median number.

Credential Attainment

The percentage of participants enrolled in an education or training program (excluding those in on-the-job training and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation or within one year after exit from the program.

Note: A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant is also employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program.

Example

WIOA assisted a participant in earning their high school equivalency diploma and an OJT. The participant was happy with their employment and case closure was completed as successful. During follow up the participant is still employed, their high school equivalency diploma would count as a credential attainment as they are employed.

Methodology

The number of participants who exited during the reporting period who obtained a recognized postsecondary credential during the program or within one year after exit or those who were in a secondary education program and obtained a secondary school diploma or its recognized equivalent during the program or within one year of exit and were also employed, or in an education program leading to a recognized postsecondary credential within one year after exit.

% *divided by*

The number of participants enrolled in an education or training program (excluding those in OJT and customized training) who exited during the reporting period.

Measurable Skill Gains

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 skills gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment. Depending on the type of education or training program in which a participant is enrolled, documented progress is defined as one of the following:

- Educational functioning level gain (below post-secondary level);
- Diploma or recognized equivalent (secondary school);
- Secondary or postsecondary transcript or report card;
- Satisfactory or better progress report, towards established milestones; or
- Successful passage of a knowledge-based exam that is required for a particular occupation or progress in attaining technical or occupational skills.

Methodology

The number of program participants during the reporting period who are in an education or training program that leads to a recognized postsecondary credential or employment and are achieving measurable skill gains based on attainment of at least one type of gain.

Note: A participant may have achieved more than one type of gain in a reporting period. However, only one gain per participant in a reporting period may be used to calculate success on the measurable skill gains indicator.

% *divided by*

The number of program participants during the reporting period who are in an education or training program that leads to a recognized postsecondary credential or employment.

Participants who, during any point in the program year, are placed in an education or training program that leads to a recognized postsecondary credential or employment are included in the denominator. This includes participants who continue to receive services and ones who have exited the program.

Note: A participant may have achieved more than one type of gain in a reporting period. However, only one gain per participant in a reporting period will be used to calculate success. The only time a participant would be included in the denominator twice would be if the participant exits the program and re-enrolls in the program during the same program year and is in an education or training program during both enrollments.

For the three employment-related performance indicators (employment rate in the second and fourth quarters after exit and median earnings in the second quarter after exit), status in unsubsidized employment and quarterly earnings may be determined by direct Unemployment Insurance wage match, Federal employment records, military employment records, or

supplemental wage information. Participants who are in the military or in a Registered Apprenticeship program are also considered as employed, and their quarterly earnings are calculated, for the purpose of these indicators.

Exclusions

Participants in the following categories, either at the time of exit or during the three-quarter measurement period following the exit quarter, will be excluded from performance.

Institutionalized- The participant exits the program because he or she has become incarcerated in a correctional institution or has become a resident of an institution or facility providing 24-hour support such as a hospital or treatment center during the course of receiving services as a participant.

Health/Medical- The participant exits the program because of medical treatment and that treatment is expected to last longer than 90 days and precludes entry into unsubsidized employment or continued participation in the program.

Deceased- The participant is deceased.

Reservists Called to Active Duty- The participant exits the program because they are a member of the National Guard or other reserve military unit of the armed forces and is called to active duty for at least 90 days.

Foster Care- The participant is in the foster care system as defined in 45 CFR 1355.20(a), and exits the program because the participant has moved from the local workforce area as part of such a program or system (Youth only).

Negotiated Levels of Performance

The negotiated levels of performance are the levels of performance for each primary indicator for each core program, agreed to by the State and the Secretaries, prior to the start of the program year. In addition to the States negotiated levels of performance, States must work with local areas to establish performance goals for WIOA Title I programs. The local board, the chief elected officials board, and the Governor must negotiate and reach agreement on the local levels of performance.

The performance levels are negotiated for a two year period. Example: Program year (PY) 18 and 19. Below are the PY 18 and 19 negotiated levels of performance for Greater Nebraska.

The current performance acceptance response is posted below this section of the manual.

WIOA Negotiated Level of Performance for PY 2018 and 2019		
Adult		
	PY18	PY19
Employment Rate 2 nd Quarter after Exit	78%	78%
Employment Rate 4 th Quarter after Exit	79%	79%
Median Earnings 2 nd Quarter after Exit	\$6000	\$6000
Credential Attainment within 4 Quarters after Exit	56%	56%
Measurable Skill Gains	NA	NA
Dislocated Worker		
	PY18	PY19
Employment Rate 2 nd Quarter after Exit	87%	87%
Employment Rate 4 th Quarter after Exit	88%	88%
Median Earnings 2 nd Quarter after Exit	\$7500	\$7500
Credential Attainment within 4 Quarters after Exit	60%	60%
Measurable Skill Gains	NA	NA
Youth		
	PY18	PY19
Employment or Placement Rate 2 nd Quarter after Exit	78%	78%
Employment or Placement Rate 4 th Quarter after Exit	77%	77%
Credential Attainment within 4 Quarters after Exit	68%	68%
Measurable Skill Gains	NA	NA

Determining Success

The negotiated levels of performance will be used to determine performance success or failure. The threshold for performance failure is 90% for the overall program. The threshold for performance failure on any individual indicator is 50%.