

# **Workforce Innovation and Opportunity Act Performance**

The Accountability Measures, How are They Calculated, What are Reasonable Targets?

Clinton Flowers, Performance Research  
Manager - Missouri Division of

Workforce Development

# Overview

---

## Federal accountability measures:

- ▶ Seven WIOA accountability measures, four in ETPS (*passing* interest to ETPS).
- ▶ Organizational Health metrics (passing interest to ETPS).
- ▶ Data sources (three types).
- ▶ Federal reporting status.
- ▶ Working out relevance and communications.



# Seven WIOA Outcome Measures

---

- ▶ Employment six months after exit (got a job!)
- ▶ Employment twelve months after exit (kept the job!)
- ▶ Median earnings (earnings!)
- ▶ Credential Attainment (credential!)

WIOA, not currently for ETPS!

- ▶ Measureable Skills Gain
  - ▶ Effectiveness in Repeat Business Services
  - ▶ Effectiveness in Market Penetration
- 



# Employment Rate Q2 and Q4

---

Equations = a rate: Adults and Dislocated Workers

Number of exitters employed the 2<sup>nd</sup> Quarter after exit.

*divided by* \_\_\_\_\_

Total number of exitters

Number of exitters employed the 4<sup>th</sup> Quarter after exit.

*divided by* \_\_\_\_\_

Total number of exitters

*Note:* Supplemental data allowed if not in wage records.



# Youth Placement Rate Q2 and Q4

---

Number of Youth entered employment, or in education, or in occupational skills training the 2<sup>nd</sup> Quarter > exit.

*divided by* \_\_\_\_\_

Total number of Title I youth exiters.

Number of Youth entered employment, or in education, or in occupational skills training the 4<sup>th</sup> Quarter > exit.

*divided by* \_\_\_\_\_

Total number of Title I youth exiters

*Note:* Supplemental data allowed if not in wage records.



# Median Earnings and Credential Rate

---

Adults, Dislocated Workers, and Youth

**Median Earnings:** The midpoint of wages earned during the 2<sup>nd</sup> quarter after exit for all exiters with wages in the quarter after exit.

**Credential Rate:** Participants qualified as attaining a credential.

*divided by* \_\_\_\_\_

Participants similarly qualified without HS diploma.

---



# Credential Rate

---

Number of exiters that were in postsecondary education or training and obtained a postsecondary credential *during or within one year* after exit AND were also employed or enrolled in education/training leading to credential within one year of exit.

*Divided by* \_\_\_\_\_

Number of exiters that were in a postsecondary education or training PLUS exiters that were in a secondary education program without a HS diploma or equivalent; *excluding* exiters from OJT or customized training.

---



# Measurable Skill Gains

---

For Adults, Dislocated Workers and Youth **(not for ETPS)**

Number of in-program participants in an education or training program that leads to a postsecondary credential or employment and are achieving skill gains in one of following: 1. Educational achievement; 2. HS Diploma (or HiSet); 3. Secondary/postsecondary transcript/report card; 4. Training milestone; 5. Skills progression.

*divided by* \_\_\_\_\_

Number of in-program participants in an education or training program that leads to a postsecondary credential or employment.

---





# Effectiveness Serving Employers

---

## **Repeat Business Customers Rate:** *(not for ETPS)*

Number establishments that received or continue to receive a service or other assistance during report period AND who used a service anytime within the previous 3 years.

*divided by* \_\_\_\_\_

Number of establishments who have received a service over the last 3 years.

## **Employer Service Penetration Rate:** *(not for ETPS)*

Number establishments received or continue receiveing a service or other assistance.

*divided by* \_\_\_\_\_

Number of establishments within the State during period.

---



# What are federal expectations and Relevance?

---

- ▶ We don't know them yet. Likely before September 1<sup>st</sup>.
- ▶ Outcome relevance, we don't know those yet either?
- ▶ We should consider using our collaboration in MoScores, with Data Advisory Committee, to assist us in developing those.

