

Workforce³One
Transcript of Webinar
Performance Accountability

Transcript By
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Hello, and thanks for tuning in to today's tutorial about performance accountability. Our speaker will be Luke Murren from the Office of Policy Development and Research at the Employment and Training Administration at the United States Department of Labor.

LUKE MURREN: Hello, everyone. My name is Luke Murren; I'm with the Employment and Training Administration at the Department of Labor. And I want to talk with you for a few minutes today about common performance accountability under the Workforce Investment and Opportunity Act. The common performance accountability -- in general, the indicators ensure that the federal investments and the employment training programs are evidence-based, that they're data driven, and that they're accountable to both the participants in our programs, and also to the taxpayers.

Additionally, the core programs that are authorized take part and use a required performance indicators. And with that being said, we want to talk about those primary indicators right now. So on this slide, you can see, on the left side, we have listed the common measures that were used under WIA, and on the right side, a comparison of the core primary indicators under WIOA. So under WIA, we have the entered employment rate, retention rate, average earnings for adults, and then for youth programs, we have placement in employment or education, attainment of a degree or certificate and the literacy numeracy gains.

WIOA took upon those measures and changed them slightly as well as added a few additional measures. Namely, we still have employment-based measures in the employed in the second quarter after exit and fourth quarter after exit. However, you notice that this does not necessarily indicate that they entered employment. It's just an employment-based measure.

Additionally, the average earnings has now changed to a median earnings; instead of second and third-quarter, it's only using the second quarter after exit. We have a credential attainment measure under WIOA, similar to what was in place under the youth program under WIA, except that this now applies to all participants. And the two new measures WIOA introduces is the measurable skills gain and the effectiveness in serving employers.

On those primary indicators we just mentioned, the WIOA also indicates that there is to be used a statistical adjustment model to development targets for all states for all indicators. Additionally, that economic model will take into account such things as participant characteristics and the economic conditions down the local area. Lastly, on this, WIOA also mentions that the model should not only be used in the beginning of the year to set the targets, but also at the end of the program year to compare to the actual results attained in that program year.

The next piece of information we want to discuss today is on the sanctions and how that will occur. As most of you know, WIOA indicates that a 5 percent sanction to the governor's reserve will be applied to a state if one of two criteria is met. The first one is if a state fails to report in any given program year, and the second is if a state fails to meet their adjusted levels of performance for two consecutive program years. If a state fails to meet their adjusted level of performance for the first year only, a state will receive technical assistance coming from either the Department of Education or the Department of Labor.

The next item we want to discuss is the broad idea of transparency under WIOA. One of the first points here is that the performance reports for all states, local areas and eligible training providers will be made publicly available.

So in this way, we're very transparent with our customers and our stakeholders. Secondly, in those reports that are made publicly available, those reports across states, localities and eligible training providers will use a common reporting template, and that way it's very easy to make comparisons across those entities.

Lastly, and pertaining mostly to the eligible training providers, there is a required report data now for not only the WIOA-funded customers, but also all students within that training program. Lastly, on transparency, there is also, in WIOA, the provision on having consultations with the workforce system on various items. Some of those items you may or may not have been aware of and been included in in the past, and we will continue to have meetings and consultations in the future on these items, but as -- four items that the act specifically focuses on are definitions of the indicators, which we talked a little bit about earlier, the establishment of the effectiveness in serving employers indicator -- so -- and even more of a focus on that particular indicator -- the development of the statistical model, and lastly, the guidelines for the establishment of the fiscal and management accountability information system.

So with that being said, thank you for your time today.

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