



# Strategic Policy and Performance Council Meeting

June 8, 2021

# A Closer Look: WIOA Indicators of Performance and Policy Development



**Casey Penn**

**Chief**

Bureau of One Stop and Program Support  
Department of Economic Opportunity



**Dan McGrew**

**Vice President**

Strategic Policy and Performance

Statewide			
Measures	PY2020-2021 3rd Quarter Performance	PY2020-2021 % of Performance Goal Met For Q3	PY2020-2021 Performance Goals
<b>Dislocated Workers:</b>			
Employed 2nd Qtr After Exit	82.30	96.82	85.00
Median Wage 2nd Quarter After Exit	\$9,889	141.27	\$7,000
Employed 4th Qtr After Exit	78.30	99.11	79.00
Credential Attainment Rate	80.10	114.43	70.00
Measurable Skill Gains	66.00	140.43	47.00
<b>Youth:</b>			
Employed 2nd Qtr After Exit	79.90	101.14	79.00
Median Wage 2nd Quarter After Exit	\$3,760	117.50	\$3,200
Employed 4th Qtr After Exit	77.70	106.44	73.00
Credential Attainment Rate	82.10	107.32	76.50
Measurable Skill Gains	47.70	104.84	45.50
<b>Wagner Peyser:</b>			
Employed 2nd Qtr After Exit	64.60	99.38	65.00
Median Wage 2nd Quarter After Exit	\$5,448	108.96	\$5,000
Employed 4th Qtr After Exit	64.50	100.47	64.20
<b>Not Met (less than 90% of negotiated)</b>			
<b>Met (90-100% of negotiated)</b>			
<b>Exceeded (greater than 100% of negotiated)</b>			

WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of states and local areas in achieving positive outcomes for individuals served by the workforce development system.

The following slides will take a deeper dive into each of the performance indicators listed here.

[Indicators of Performance Reports](#)

# Employment Rate 2<sup>nd</sup> Quarter After Exit

Employment Rate 4th Quarter After Exit  
Program Year 2020 Quarter 3  
April 1, 2019 - March 31, 2020

Adult	7,004	86.50%
	8,096	
Dislocated Worker	1,231	82.30%
	1,495	
Youth	2,574	79.90%
	3,220	
Wagner - Peyser	108,793	64.60%
	168,339	

Percentage of participants who are in unsubsidized employment during the 2<sup>nd</sup> quarter after exit from the program.

- Numerator: Participants who exited during the reporting period and had employment in the 2<sup>nd</sup> quarter after exit as indicated in revenue wage data, State Wage Interchange System (SWIS) wage data, and Employ Florida case management follow-up employment data.
- Denominator: Participants who exited during the reporting period except those who exited for institutionalization, health/medical issues, deceased, reserve forces called to active duty, foster care, ineligible, criminal offender.

# Employment Rate 4<sup>th</sup> Quarter After Exit

Employment Rate 4th Quarter After Exit  
Program Year 2020 Quarter 3  
October 1, 2018 - September 30, 2019

Adult	7,507	83.10%
	9,036	
Dislocated Worker	1,394	78.30%
	1,781	
Youth	2,618	77.70%
	3,368	
Wagner - Peyser	122,978	64.50%
	190,687	

Percentage of participants who are in unsubsidized employment during the 4<sup>th</sup> quarter after exit from the program.

- Numerator: Participants who exited during the reporting period and had employment in the 4th quarter after exit as indicated in revenue wage data or SWIS wage data, Employ Florida case management follow-up employment data.
- Denominator: Participants who exited during the reporting period except those who exited for institutionalization, health/medical issues, deceased, reserve forces called to active duty, foster care, ineligible, criminal offender.

# Median Earnings 2<sup>nd</sup> Quarter After Exit

Median Earnings 2nd Quarter After Exit Program Year 2020 Quarter 3 April 1, 2019 - March 31, 2020	
Adult	\$8,386
Dislocated Worker	\$9,889
Youth	\$3,760
Wagner - Peyser	\$5,448

Participants' median (middle value) quarterly earnings in the 2<sup>nd</sup> quarter after program exit.

- This indicator does not have a numerator and denominator; the total median (middle) quarterly earnings for all participants employed with wages in the second quarter after exit is the measurement for this indicator.
- Only revenue wage data and SWIS wage data is used for Wagner-Peyser.

# Credential Attainment Rate

Credential Attainment Rate  
Program Year 2020 Quarter 3  
October 1, 2018 - September 30, 2019

Adult	4,094	76.50%
	5,353	
Dislocated Worker	892	80.10%
	1,113	
Youth	2,532	82.10%
	3,084	

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

- Numerator: Participants who obtained a recognized postsecondary credential during participation or within one year after exit or were in secondary education program and obtained a secondary school diploma or its recognized equivalent during the reporting period or within one year after exit and 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.

# Credential Attainment Rate

Credential Attainment Rate  
Program Year 2020 Quarter 3  
October 1, 2018 - September 30, 2019

Adult	4,094	76.50%
	5,353	
Dislocated Worker	892	80.10%
	1,113	
Youth	2,532	82.10%
	3,084	

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

- Denominator: Participants who exited during the reporting period, except those who exited for institutionalization, health/medical issues, deceased, reserve forces called to active duty, foster care, ineligible, criminal offender and were in either a postsecondary education or training program, excluding on-the-job training and customized training, or in a secondary education program at or above the 9<sup>th</sup>-grade level without a secondary school diploma or its equivalent.



# Measurable Skill Gains

Measurable Skill Gains  
Program Year 2020 Quarter 3  
April 1, 2020 - March 31, 2021

Adult	5,250	66.30%
	7,918	
Dislocated Worker	1,339	66.00%
	2,030	
Youth	3,654	47.70%
	7,665	

Percentage of 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 documented academic, technical, occupational, or other forms of progress toward such a credential or employment.

- Numerator: Participants in the denominator who achieve at least one type of measurable skill gain in a reporting period. There are five types of skill gains.
- Denominator: Participants during the reporting period who are enrolled in one of the following which leads to a recognized postsecondary credential or employment:
  - Education at participation or at any time during participation or in Job Corps, Adult Education, the Division of Vocational Rehabilitation, YouthBuild or in training.

# Retention with Same Employer (Pilot)

Retention with Same Employer  
Program Year 2019  
April 1, 2018 - March 31, 2019

Retention with Same Employer in the 2 <sup>nd</sup> and 4 <sup>th</sup> Quarters After Exit Rate	112,760	65.90%
	17,002	

Percentage of 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 documented academic, technical, occupational, or other forms of progress toward such a credential or employment.

- Numerator: Participants in the denominator who were employed during 4<sup>th</sup> quarter after exit, using revenue wages, with the same employer.
- Denominator: Participants employed during the 2<sup>nd</sup> quarter after exit, using revenue wages.

# Employer Penetration Rate (Pilot)

---

Employer Penetration Rate  
Program Year 2019  
April 1, 2018 - March 31, 2019

Employer Penetration Rate	42,344	5.80%
	733,936	

Percentage of employers who receive services that use core program services more than once during the last 3 reporting periods.

- Numerator: The number of establishments in the denominator that were served during the prior three reporting periods which have received core services more than once.
- Denominator: The number of establishments, as defined by BLS QCEW, given a core service during the current quarter reporting period.

# Repeat Business Customer Rate (Pilot)

Repeat Business Customer Rate  
Program Year 2019  
April 1, 2018 - March 31, 2019

Repeat Business Customer Rate	66,294	47.70%
	136,927	

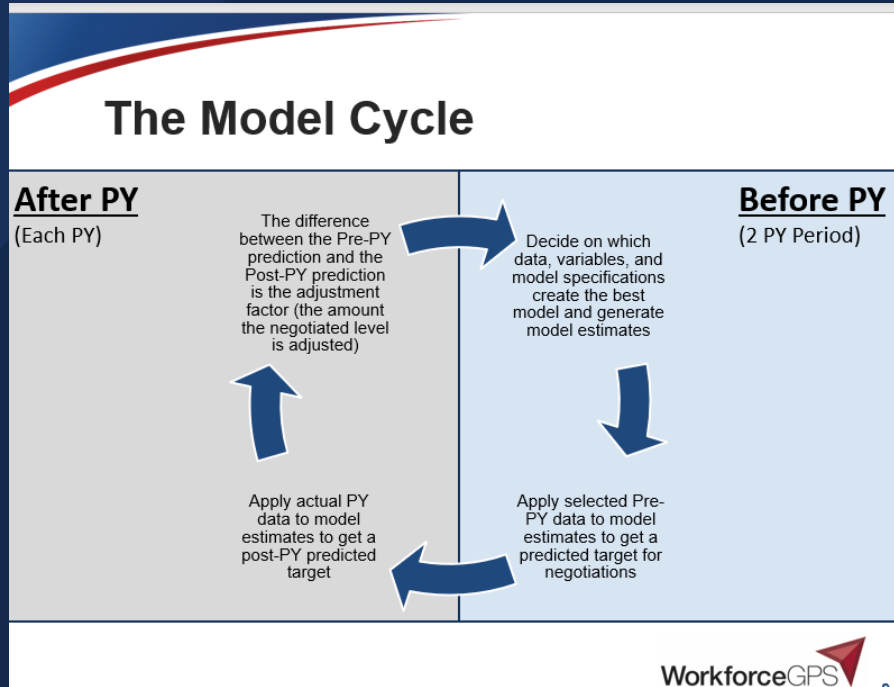
Percentage of employers who are using the core program services out of all employers in the state as defined by the BLS QCEW.

- Numerator: The total number of establishments in the denominator that received a service during the reporting period.
- Denominator: The total number of establishments as defined by the Bureau of Labor Statistics Quarterly Census of Employment and Wage located within the state during the final month or quarter of the reporting period.

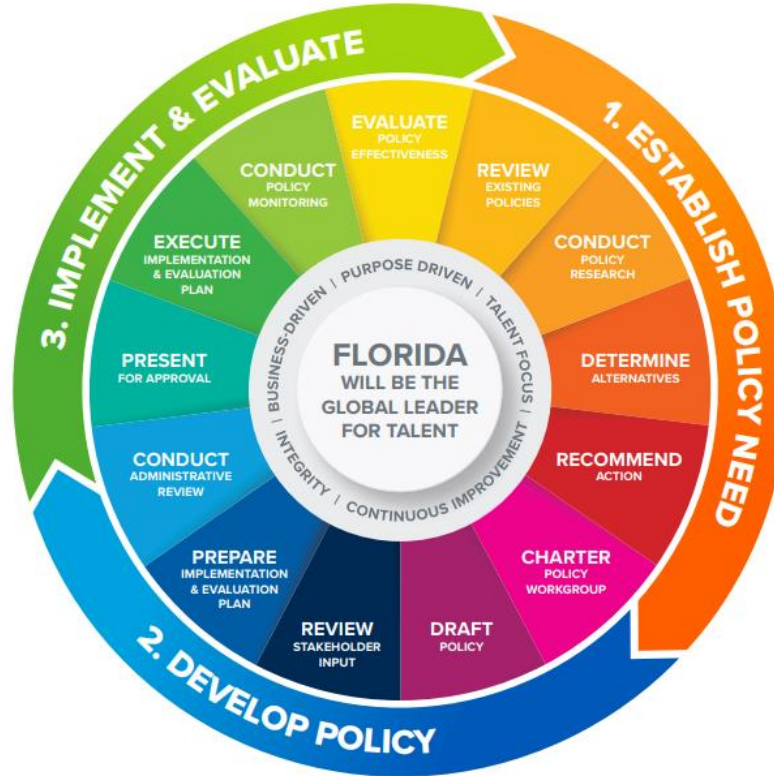
# Statistical Adjustment Model

DEO is currently working with its Workforce Statistics and Economic Research Bureau in designing the framework for a statistical adjustment model at the state and local workforce development board level to determine:

- If there is a need to adjust the prior year's performance goals based on participant characteristics and economic conditions in the state, and
- To assist with negotiating the next two years of performance goals with USDOL and with each LWDB.



# Policy Development Framework



# Policy Development Framework

- Strategic policies
- Administrative policies
- Other workforce guidance

# Policy Driving Performance

- Needs-Related Payments
- Priority of Service
- **FOR TODAY'S MEETING: Rapid Response and Layoff Aversion Strategic and Administrative Policies**