

Performance and Impact Measures

Draft – Subject to Change

The Workforce Innovation and Opportunity Act (WIOA) requires a comprehensive accountability system to determine the effectiveness of services provided through the WIOA Youth Subrecipients. The Subrecipients will work closely with the Workforce Partnership in implementing EDD/DOL and local performance and attaining the prescribed standards for the delivery of services. On a quarterly basis, Subrecipients will be required to submit program performance data for all program performance measures.

Contractual Performance Measures:

- Standard WIOA Performance - Subrecipients who do not meet standard performance measures may be subject to de-allocation or de-obligation of funds on an annual basis. Please note that the below measures, and their respective performance standards, are subject to change based on federal, state, and local laws, policies, and SDWP and subrecipient negotiated contract changes.
- Enhanced Performance Outcomes (Exceeding WIOA Performance) - Subrecipients who exceed standard performance measures will have an opportunity to earn incentives (increased funding allocation or level funding opportunities during program cuts) based on meeting enhanced measures, funding dependent.
- Expenditures - Subrecipients will be held accountable for their actual expenditure amount per month, as stated in Expenditure Plan on the Budget. If expenditures fall below 80% by the end of the program year, funds may be reduced to match actual expenditures from previous program year.
- Data Entry Process Measures - Subrecipient are accountable to ensure data is entered in a timely manner and youth are actively engaged in services. Timely data entry must be entered within seven (7) calendar days after the date of any individual activity.
- Monitoring Findings - Subrecipients must manage their contract to meet program requirements and have low monitoring findings. There should be written internal policies and procedures in place for conducting program oversight and monitoring. An internal review should be scheduled on a regular basis to identify any contract deficiencies that would need to be addressed.

Table 1: Standard WIOA Performance

| | Standard Performance Measures | Target Rate |
|--|---|--------------------|
| Enrollments & WIOA Program Tracks | Total Enrollments (Based on RFP & Funding Allocation - Annual) | 100% |
| | Enrollment into Training/Education/Employment Program Tracks (Refer to Attachment - WIOA Program Tracks) | 100% |
| Placements | Placement in employment, education, or training (2 nd Quarter after exit) | 75% |
| | Placement in employment, education, or training (4 th Quarter after exit) | 75% |
| Median Earnings | Median Earnings of those employed in 2 nd quarter | \$3,600 |
| Credential Attainment | Attainment of a recognized post-secondary credential or a secondary school diploma or its recognized equivalent (4 th Quarter After Exit) | 65% |
| Measurable Skills Gain | Measured progress on training or education outcomes (Prior to exit, per program year) | 55% |
| Effectiveness Serving Employers | Retention with the same Employer and Repeat Business Customers | Tracking |

Enhanced Performance Outcomes (Exceeding WIOA Performance)

- Enrollment and Retention
 - Diversity in participant enrollment and completion in various WIOA tracks
 - Program retention rate from enrollment through 4th quarter follow up
- Placement (Based on WIOA track enrollment)
 - Placement in full or part-time employment at or above current self-sufficiency wage (2nd and/or 4th quarters after exit)
 - Includes Placement in Registered Apprenticeship (DOL or DAS)
 - Placement in post-secondary education (all 4 follow-up quarters)
 - Can be supplemented with placement in employment if there was an attainment prior to 4th quarter
 - Placement in a related occupation to training/work experience
- Attainment (Based on WIOA track enrollment)
 - Attainment of a post-secondary degree
 - Attainment of a training credential/license/certificate
- Effectiveness Serving Employers
 - Placement with the same employer (all 4 follow up quarters)
- Referral, Co-Enrollment and Dual-Enrollment
 - Successful partner referrals for program services resulting in program retention
 - A co-enrollment, where appropriate, resulted in a positive performance outcome
 - A dual enrollment, where appropriate, resulted in a positive performance outcome

Impact Metrics on Population Specific Strategies

Subrecipients should make every effort to serve participants who are in the greatest need of WIOA services. Once Subrecipients are selected, a SDWP Senior Economist and Data Analyst will partner with your organization to review your program design, population(s) served and decide on definitions of impact metrics. We will identify additional participant traits and outcomes to track (e.g. GPA, number of barriers to employment, nature of justice offense, employment status of parents, etc.) upon enrollment and program participation. Below are some examples:

- Immigrant/Refugee and/or English Language Learner (ELL)
 - Improvement in English and vocational vocabulary
- Homeless
 - Participants moved from unstable to stable housing (temporary or permanent)
 - Participants receive access to mental health screenings and of those in need are provided/connected to services
- Justice Involved
 - Recidivism
 - Hiring rates among justice involved youth increase
- Black Youth
 - Hiring rates among black youth increase
- All Population Groups
 - Reduction in disconnect rate
 - % change in “wealth” – wage increase, money saved, debt reduction, etc.