

**TO: Workforce Investment Board**

**DATE: 1/24/02**

**FROM: Standards & Certification  
Committee**

- For Action**
- For Information**
- Meeting Notes**

**SUBJECT: Performance Measures**

**PROPOSED MOTION(S):** The WIB approve a Central Valley adjustment to all performance measures and that Title I performance measures not exceed 90% of the State standard for all measures.

**DISCUSSION:** The Workforce Investment Act of 1998 resulted in a new performance driven workforce development system, effective July 1, 2000. The system stresses accountability by requiring the use of 17 performance standards. States are required to negotiate statewide standards with the Department of Labor and Local Workforce Investment Areas [LWIA] are required to negotiate local standards with the State.

At their 11-30-01 meeting, the Standards & Certification Committee became involved in the negotiation process. On December 13, 2001, the Central Valley LWIA administrators [along with a local Committee member] met with State Representatives to discuss the advantages in working jointly on a strategy to address common issues affecting performance measures/negotiations. Since then, the Central Valley administrators held a series of discussions, e-mails, conference calls and analysis intended to assist the LWIAs in negotiating more reasonable performance goals with the State. Accordingly, the Central Valley LWIAs, as a Group, are seeking to establish a maximum of all standards at 90% of the State rate.

The 90% levels are propose as maximums and do not preclude futher negotiations. The State has accepted the concept of adjustment and are prepared to discuss the degree of adjustment below the State level.

**ATTACHMENT(S): Proposed Central Valley Standards**

January 11, 2002

Ms. Elizabeth Clingman  
Employment Development Department  
800 Capitol Mall  
Sacramento, CA 94280

Central Valley Performance Negotiations Request

Dear Ms. Clingman:

Due to depressed economic conditions and chronic high unemployment, the Local Workforce Investment Areas of the San Joaquin Valley request changes to its standards for PY 2001 and 2002. In consideration of this request, we ask that the State consider the difficulty encountered throughout the central valley, with unemployment rates and poverty levels far exceeding other regions within the State. This will affect all standards, especially the employment rates, employment credential rates and earnings in all groups served. Representatives of local areas in the San Joaquin Valley have considered these issues and are requesting a valley-wide adjustment based on these factors. The State has acknowledged in its minutes from the December 13, 2001, meeting that the valley standards should be below State rates and tentatively accepted the documentation provided at that meeting.

The attached proposed standards are for a maximum of 90% of the State level for all standards for the local areas of Fresno; Kern, Inyo, Mono; Kings; Madera; Merced; Stanislaus; San Joaquin and Tulare.

We also recognize that our local area and central valley have performed well during previous years, but program factors beyond our control and a changing service mix will impact performance. Our request for reasonable standards does not indicate a desire to reduce program quality; we strive for total success with every customer, including those opting for minimal intervention whom are often successful but not even included in the measures. Separate requests will be filed by individual local areas which experience additional factors requiring consideration in negotiations; we ask that the 90% of State levels be consider as maximums for the region, subject to further requests by local areas.

The request is supported by both objective statistics derived from JTA, LMID, and Census data; as well as many reports of recent layoffs and anecdotal information. We remain willing to work with state staff as necessary to support our request with further documentation. Mr. John Nilon has been designated as a point of contact for this request

and we also request that all participating local areas be informed of State action and any counter-proposals to this request.

Thank you for your consideration.

Very truly yours,

John Nilon  
Executive Director, Kern, Inyo, Mono

# CENTRAL VALLEY PROPOSED STANDARDS

## WORKFORCE INVESTMENT ACT, TITLE I PERFORMANCE INDICATORS AND GOALS

WIA PERFORMANCE REQUIREMENT AT SECTION 136(C)	STATE INDICATOR(S) WIA YEARS		VALLEY PROPOSED GOALS WIA YEARS			
	2	3		2	3	
	(2001)	(2002)		(2001)	(2002)	
<b>ADULTS</b>						
Adult Entered Employment Rate		68%	70%		61.2%	63.00%
Adult Employment Retention Rate		76%	78%		68.4%	70.2%
Adult Earnings Rate		\$3,600	\$3,700		\$3,240	\$3,330
Adult Employment and Credential Attainment Rate		50.00%	60.00%		45.00%	54.00%
<b>DISLOCATED WORKERS</b>						
DW Entered Employment Rate		69%	70%		62.1%	63.00%
DW Employment Retention Rate		83%	85%		74.7%	76.5%
DW Earnings Replacement Rate		86%	88.00%		77.4%	79.2%
DW Employment and Credential Attainment Rate		42.00%	45.00%		37.8%	40.5%
<b>Youth Aged 19-21 (Older Youth)</b>						
Older Youth Entered Employment Rate		56%	58%		50.4%	52.2%
Older Youth Employment Retention Rate		72%	74%		64.8%	66.6%
Older Youth Earnings Gain		\$2,600	\$2,700		\$2,340	\$2,430
Older Youth Employment & Credential Attainment Rate		42%	45%		37.8%	40.5%
<b>Youth Aged 14-18 (Younger Youth)</b>						
Younger Youth Skill Attainment Rate		70%	75%		63.0%	67.5%
Younger Youth Diploma or Equivalent Rate		42%	45%		37.8%	40.5%
Younger Youth Retention Rate		42%	45%		37.8%	40.5%
<b>Customer Satisfaction</b>						
Participant Customer Satisfaction Rate		67%	68%		60.3%	61.2%
Employer Customer Satisfaction Rate		65%	66%		58.5%	59.4%