

**TO: Workforce Investment Board**

**DATE: 05/13/04**

**FROM: Performance Measure Ad-Hoc Committee**

**For Action**

**For Information**

**For Discussion**

**SUBJECT: Performance Measure Negotiations for PY 2003/2004**

**PROPOSED MOTION(S): To approve continuing negotiations with the State for the PY 2003/2004 Performance Measures.**

**DISCUSSION: The Merced Workforce Investment Board sent a letter to the State with Merced's proposed 2003-2004 performance measures in August 2003. On March 30, 2004, the State sent draft directive WIADD-70 that included their recommendation for Merced's performance measures and described the negotiation process. If Merced does not accept what the State proposed, a letter must be sent to continue the negotiation process.**

**The local area performance goals were developed by the State based on the following information:**

- the local area's proposal for PY 2003-04 performance goals,
- the local area's PY 2002 performance goals,
- the local area's actual performance in PY 2002,
- the results of a regression model developed by the WID to systematically account for variations in participant demographics and local economic conditions across local areas for entered employment, retention, and skill attainment measures, and
- the statewide goals negotiated with DOL and released in WIAD03-6.

**An ad hoc committee selected by the Executive Committee met on April 19, 2004 to review and discuss the measures. They agreed to have staff draft a letter, which was mailed to the State on April 27, 2004 to continue the negotiation process. Many of the State's proposed measures were much higher than what seemed reasonable.**

**ATTACHMENT(S):**

PROPOSED PERFORMANCE LEVELS FOR PY 2003-2004  
REFERENCE: WIADD-70, March 30, 2004

	Performance Goals For		Actual Performance		Merced Proposed Performance Goal (03/04)	State Proposed Performance Goal (03/04)	State Performance Goal (03/04)
	PY 01/02	PY02/03	PY 01/02	PY02/03			
<b>Adults</b>							
Entered Employment	61.2%	63.0%	79.5%	81.3%	65.0%	72.0%	72.0%
Retention	68.4%	70.2%	82.5%	85.7%	72.0%	79.0%	81.0%
Earnings Change \$\$	\$3,240	\$3,400	\$4,643	\$7,530	\$3,400	\$3,900	\$3,400
Employment & Credential	45.0%	54.0%	57.1%	76.5%	50.0%	50.0%	50.0%
<b>Dislocated Workers</b>							
Entered Employment	62.1%	63.0%	70.8%	80.0%	70.0%	75.4%	79.0%
Retention	74.7%	76.5%	90.2%	90.0%	81.0%	85.2%	88.0%
Earnings Replacement	77.4%	79.2%	95.9%	158.9%	88.0%	107.2%	96.0%
Employment & Credential	37.8%	40.5%	55.4%	72.4%	58.0%	58.0%	58.0%
<b>Older Youth</b>							
Entered Employment	50.4%	52.2%	69.7%	62.2%	55.0%	62.7%	66.0%
Retention	64.8%	66.6%	84.0%	69.2%	69.0%	72.8%	76.5%
Earnings Change \$\$	\$2,340	\$2,430	\$2,523	\$3,580	\$2,400	\$2,970	\$3,000
Employment & Credential	37.8%	40.5%	5.4%	22.2%	30.0%	30.0%	30.0%
<b>Younger Youth</b>							
Skill attainment	63.0%	67.5%	90.7%	87.3%	74.0%	78.7%	76.0%
Retention	37.8%	40.5%	55.3%	79.5%	42.0%	53.8%	53.0%
Diploma or Equivalent	37.8%	40.5%	75.5%	90.0%	55.0%	55.0%	55.0%