

TO: Workforce Investment Board

DATE: 09/13/07

FROM: WIB Staff

For Action

For Information

For Discussion

SUBJECT: Workforce Investment Act (WIA) Program Performance Goals

PROPOSED MOTION(S): That the Workforce Investment Board (WIB) accept the WIA Performance Goals for PY 2006–07.

DISCUSSION: The WIA charges the local WIB, the Chief Elected Official, and the Governor to negotiate and reach agreement on local performance measures.

On March 16, 2007, the Employment Development Department (EDD) of the State of California (acting for the Governor) issued Draft Directive WIADD-138, LWIA Proposed Performance Goals for PY 2006-07. On April 2, 2007, the Executive Committee directed staff to renegotiate Merced County’s performance goals. On April 19th, a letter signed by the WIB Chair was sent to EDD requesting renegotiation. The WIB ratified this action on May 10, 2007.

On August 3, 2007, EDD published an Information Notice, Subject: Statewide Performance Goals for PY 2007-08 and PY 2008-09. The goals addressed the State’s goals negotiated between the Governor and the US Secretary of Labor. Of note, the Notice states: “Until individual Local Workforce Investment Area and program specific goals are negotiated, Local Workforce Investment Boards and program staffs should focus on achievement of the State-level goals while considering their historical performance.” In general, the State level goals are higher than the Merced County goals being negotiated.

Next, on August 16, 2007, EDD issued a Directive, Subject: Common Measures Waiver Request, soliciting comments on the State of California’s proposal to request a waiver from Dept of Labor to replace the 17 performance measure standards now used to evaluate the WIB’s program performance, with DOL’s 6 Common Measures. The California WIB approved the waiver request on July 26, 2007.

Lastly, on August 29th, EDD notified the Local Workforce Investment Area that they had received the request for negotiation of the Adult Average Earnings performance measure from the Original State Proposal of \$14,800 to \$11,800. The State’s counter-proposal is \$12,800. This is identical to the proposed Dislocated Worker Average Earnings and is attainable.

Conclusions:

- **It is recommended that the WIB accept the State’s renegotiated performance goals.**

- **The Board is reminded that if the State's request for Common Measures is approved, then the measures will have changed and the negotiation process will begin anew.**

ATTACHMENT(S):

- 1) **WIADD-138, LWIA Proposed Performance Goals**
- 2) **August 29, 2007 EDD Letter**
- 3) **WSD07-1, Common Measures Waiver Request**

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: LWIA PROPOSED PERFORMANCE GOALS FOR PY 2006–07

IMMEDIATE ACTION

Bring this draft to the attention of the appropriate staff.

E-MAIL COPY TRANSMITTED

Number of pages (including coversheet): 9

If there are any problems with this transmittal, please call the Pagemaster at 916/654-8008.

SUBJECT MATTER HIGHLIGHTS:

This directive publishes State proposed Local Workforce Investment Area (LWIA) performance goals for Program Year (PY) 2006–07 and outlines the required process if a Local Workforce Investment Board (LWIB) wishes to negotiate these goals.

Please review and comment on the attached draft directive.

COMMENTS ARE DUE BY:

4/16/07

Comments can be submitted through one of the following ways:

- 1) **Fax** — WSD, Attention: **Cassandra Dunlap** at 916/654-9586
- 2) **E-Mail** — cdunlap@edd.ca.gov (Include “draft comments” in the subject line)
- 3) **Mail** — WSD / P.O. Box 826880 / MIC 69 / Sacramento, CA 94280-0001

All comments received by the end of the comment period will be considered before the final directive is issued. However, we will not be able to individually respond to comments. **Comments received after the specified due date will not be considered.**

If you have any questions, contact your WSD Regional Advisor at (916) 654-7799.

DRAFT DIRECTIVE

WORKFORCE INVESTMENT ACT

Number:

Date:

69:160:me:10777

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: LWIA PROPOSED PERFORMANCE GOALS FOR PY 2006-07

EXECUTIVE SUMMARY:

Purpose:

This directive publishes State proposed Local Workforce Investment Area (LWIA) performance goals for Program Year (PY) 2006-07 and outlines the required process if a Local Workforce Investment Board (LWIB) wishes to negotiate these goals.

Scope:

This directive applies to all the LWIAs.

Effective Date:

This directive is effective on the date of issuance.

REFERENCES:

- Workforce Investment Act (WIA) Sections 136(b) and 136(c)
- Title 20 Code of Federal Regulations (20 CFR) Part 666
- Department of Labor (DOL) Training and Employment Guidance Letter (TEGL) 17-05, Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance issues (February 17, 2005).
- DOL TEGL 8-99, Negotiating Performance Goals; and Incentives and Sanctions Process under Title I of WIA (March 3, 2000).
- DOL TEGL 11-01, Guidance on Revising WIA state Negotiated Levels of Performance (February 12, 2002).
- DOL TEGL 22-02, Negotiation of Performance Goals for Program Years Four and Five under Title I of WIA (March 24, 2003).
- WIA Directive WIAD04-12, Exemplary Performance Incentive Award (January 21, 2005).

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STATE-IMPOSED REQUIREMENTS:

This directive contains some State imposed requirements. These requirements are indicated by ***bold, italic type***.

FILING INSTRUCTIONS:

Retain this directive until further notice.

BACKGROUND:

The Workforce Investment Act (WIA) requires that states reach agreement with the Secretary of Labor on state-level performance goals for the 15 WIA Title IB core performance measures and two measures of customer satisfaction. In addition, WIA Section 136(c)(2) states that the LWIB, the chief elected official, and the Governor shall negotiate and reach agreement on the local levels of performance. Working in collaboration with the California Workforce Investment Board, the Employment Development Department's (EDD) Workforce Services Division (WSD) has been delegated the responsibility for the negotiation of the State and local performance goals under the WIA Title IB. The performance measures are described in WIA Section 136 and defined in detail in the Training and Employment Guidance Letter (TEGL) [17-05](#), *Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues*, dated February 17, 2006.

POLICY AND PROCEDURES:

Attachment 1 to this directive provides the State's proposed LWIA performance goals for PY 2006-07. *The LWIBs wishing to renegotiate these goals should prepare their proposals and submit them to the WSD for consideration no later than April 20, 2007. The Adult, Dislocated Worker, and Older Youth Credential/Certificate rates have been set at the State goal. These are not subject to negotiation.*

When reviewing the proposed performance goals please note the following changes in the definitions of the performance measures.

Adult, Dislocated Worker and Older Youth Programs

The definition of a credential under the Employment and Credential Measures has changed for clients entering the program on or after July 1, 2006. Because of the lag in the data associated with the performance measures linked to employment, this definition change only applies to one quarter in the Program Year (PY) 2006-07 Entered Employment performance cohort: and only to those clients entering the program on or after July 1, 2006 and exiting the program on or before September 30, 2006. In future years, the new definition will apply at point of exit to all clients with a participation date on or after July 1, 2006.

Guidance in TEGL [17-05](#) renames the Employment and Credential Measure to the Employment and Certificate Measure and states that a certificate “is awarded in recognition of an individual’s attainment of measurable technical or occupational skills necessary to gain employment or advance within an occupation. These technical or occupational skills are based on standards developed or endorsed by employers. Certificates awarded by workforce investment boards are not included in this definition. Work readiness certificates are also not included in this definition.”

Adult and Dislocated Worker Program Only

The Adult and Dislocated Worker Earning Change measures are now defined as Average Earnings measures. Guidance in TEGL 17-05 states the methodology for calculating the Average Earnings Measure is effective July 1, 2006. This is a post-program wage measure and it does apply retroactively to exiters in the PY 2006-07 performance cohort.

Youth Program

Except for the change stated above, there are no other changes to Youth definitions for PY 2006.

If a LWIB wishes to renegotiate one or more of the State’s proposed performance levels, please considering the following:

- ***The Governor’s performance goals for PY 2006-07;***
- ***Local area economic conditions, client characteristics and the service mix***
- ***The degree to which the proposed goals reflect continuous performance improvement.***

To initiate the negotiation process for PY 2006-07, a LWIA should send a performance proposal to:

***Bob Hermsmeier, Chief
Workforce Services Division, MIC 69
Employment Development Department
P.O. Box 826880
Sacramento, CA 94280-0001***

Letters must include the following information:

- ***The LWIB’s desired performance goals.***
- ***The rationale for the proposed performance goals based on the economics, demographics and service mix within the LWIA. This analysis should explain how these goals promote continuous improvement.***
- ***A designated contact person responsible for the local performance negotiation process.***

Letters must be received no later than April 20, 2007, and signed by the chair of the LWIB or the Chair's designated alternate. (Note: Alternates must be formally designated by official action of their respective boards or action by the Chief Elected Official for the LWIA.) The LWIB should be notified in a public meeting upon completion of the negotiation process with State staff.

ACTION:

This directive should be called to the attention of the Chief Elected Official (CEO) and the LWIB for consultation. The LWIBs, LWIA administrators, and staff should carefully review their proposed performance goals. The CEO and LWIB should take immediate action to prepare alternative performance proposals for PY 2006-07, if there are sufficient data to support renegotiation.

INQUIRIES:

Questions regarding this policy and procedure should be directed to Cassandra Dunlap in the Workforce Services Division Data Analysis Unit, at (916) 654-5181, or the [Regional Advisor](#) assigned to your LWIA.

BOB HERMSMEIER
Chief
Workforce Services Division

Attachment

**Program Year 2006-2007 Performance Goals
By Local Areas**

ATTACHMENT

	Entered Employment	Retention	Average Earnings	Emplymnt & Crdntial
ADULT				
Alameda	76.0%	78.0%	\$15,000	58.0%
Anaheim	78.0%	82.1%	\$11,300	58.0%
Carson/Lomita/Torrance	73.2%	76.2%	\$14,700	58.0%
Contra Costa	77.0%	79.4%	\$13,000	58.0%
Foothill	75.0%	78.4%	\$13,500	58.0%
Fresno	71.0%	77.0%	\$9,800	58.0%
Golden Sierra	77.0%	81.0%	\$14,800	58.0%
Humboldt	78.0%	82.0%	\$11,800	58.0%
Imperial	74.0%	81.1%	\$9,000	58.0%
Kern/Inyo/Mono	70.0%	78.0%	\$10,000	58.0%
Kings	74.0%	78.5%	\$11,800	58.0%
Long Beach	72.5%	79.0%	\$11,900	58.0%
Los Angeles City	75.0%	78.0%	\$10,800	58.0%
Los Angeles County	75.0%	78.0%	\$10,300	58.0%
Madera	76.0%	79.1%	\$11,800	58.0%
Marin	77.0%	80.2%	\$15,000	58.0%
Mendocino	77.0%	81.0%	\$11,800	58.0%
Merced	74.0%	78.0%	\$14,800	58.0%
Monterey	75.0%	76.0%	\$10,000	58.0%
Mother Lode	77.0%	80.3%	\$12,800	58.0%
Napa	78.6%	80.5%	\$15,000	58.0%
NORTEC	76.6%	79.4%	\$10,000	58.0%
North Central Con.	75.0%	78.0%	\$11,800	58.0%
NOVA	76.0%	81.1%	\$15,000	58.0%
Oakland	72.0%	74.6%	\$11,000	58.0%
Orange	77.0%	80.0%	\$14,400	58.0%
Richmond	78.7%	81.5%	\$15,000	58.0%
Riverside	77.0%	82.0%	\$10,700	58.0%
Sacramento	73.0%	79.2%	\$10,000	58.0%
San Benito	73.0%	75.1%	\$10,000	58.0%
San Bernadino City	76.0%	79.0%	\$9,700	58.0%
San Bernadino County	74.0%	79.7%	\$11,400	58.0%
San Diego	77.0%	81.0%	\$13,400	58.0%
San Francisco	73.2%	80.0%	\$10,000	58.0%
San Joaquin	75.5%	78.9%	\$11,800	58.0%
San Jose City	76.0%	77.9%	\$12,500	58.0%
San Luis Obispo	77.7%	83.5%	\$10,000	58.0%
San Mateo	75.2%	79.4%	\$13,000	58.0%
Santa Ana	78.9%	81.6%	\$14,400	58.0%
Santa Barbara	75.0%	77.4%	\$13,000	58.0%
Santa Cruz	74.1%	77.0%	\$12,000	58.0%
SELACO	72.6%	76.0%	\$13,300	58.0%
Solano	75.0%	81.8%	\$14,000	58.0%
Sonoma	77.0%	79.6%	\$12,000	58.0%
South Bay	77.0%	77.7%	\$13,800	58.0%
Stanislaus	70.0%	74.0%	\$10,800	58.0%
Tulare	74.0%	78.4%	\$11,800	58.0%
Ventura	75.0%	80.0%	\$11,800	58.0%
Verdugo	77.0%	80.0%	\$12,700	58.0%
Yolo	75.0%	82.6%	\$14,800	58.0%
STATEWIDE GOAL	74.0%	80.0%	\$11,800	58.0%

**Program Year 2006-2007 Performance Goals
By Local Areas**

DISLOCATED WORKERS	Entered Employment	Retention	Average Earnings	Emplymnt & Crdntial
Alameda	82.5%	86.0%	\$16,000	67.0%
Anaheim	81.0%	86.0%	\$15,900	67.0%
Carson/Lomita/Torrance	77.0%	83.6%	\$17,600	67.0%
Contra Costa	82.0%	85.9%	\$16,000	67.0%
Foothill	78.4%	84.7%	\$16,300	67.0%
Fresno	80.0%	83.0%	\$11,000	67.0%
Golden Sierra	82.4%	88.4%	\$15,400	67.0%
Humboldt	84.0%	87.0%	\$11,400	67.0%
Imperial	80.0%	85.7%	\$9,600	67.0%
Kern/Inyo/Mono	79.0%	83.5%	\$12,500	67.0%
Kings	80.1%	85.0%	\$14,500	67.0%
Long Beach	77.3%	86.4%	\$17,000	67.0%
Los Angeles City	79.1%	85.1%	\$14,400	67.0%
Los Angeles County	82.5%	85.9%	\$13,800	67.0%
Madera	81.0%	83.2%	\$11,000	67.0%
Marin	82.0%	86.5%	\$16,800	67.0%
Mendocino	82.0%	85.0%	\$15,500	67.0%
Merced	78.5%	84.0%	\$12,800	67.0%
Monterey	78.3%	82.0%	\$12,000	67.0%
Mother Lode	82.0%	84.0%	\$15,400	67.0%
Napa	82.5%	85.5%	\$14,000	67.0%
NORTEC	80.3%	84.5%	\$15,400	67.0%
North Central Con.	80.0%	82.3%	\$14,500	67.0%
NOVA	78.3%	79.0%	\$20,000	67.0%
Oakland	78.6%	84.7%	\$14,000	67.0%
Orange	78.9%	86.1%	\$16,000	67.0%
Richmond	82.0%	86.2%	\$15,400	67.0%
Riverside	79.5%	84.5%	\$14,700	67.0%
Sacramento	80.0%	85.0%	\$16,000	67.0%
San Benito	76.0%	81.2%	\$13,000	67.0%
San Bernadino City	81.0%	86.4%	\$13,800	67.0%
San Bernadino County	81.1%	85.7%	\$13,600	67.0%
San Diego	79.5%	86.4%	\$16,900	67.0%
San Francisco	79.5%	86.0%	\$10,000	67.0%
San Joaquin	81.0%	85.0%	\$14,500	67.0%
San Jose City	79.6%	85.3%	\$16,000	67.0%
San Luis Obispo	80.1%	86.7%	\$14,000	67.0%
San Mateo	81.0%	86.0%	\$15,400	67.0%
Santa Ana	78.7%	86.4%	\$16,500	67.0%
Santa Barbara	81.8%	78.0%	\$14,000	67.0%
Santa Cruz	77.4%	83.0%	\$15,400	67.0%
SELACO	77.5%	84.2%	\$15,600	67.0%
Solano	81.2%	84.1%	\$16,000	67.0%
Sonoma	81.0%	85.4%	\$14,000	67.0%
South Bay	81.0%	85.0%	\$16,800	67.0%
Stanislaus	79.0%	82.5%	\$12,500	67.0%
Tulare	81.0%	83.0%	\$11,400	67.0%
Ventura	79.5%	86.7%	\$15,700	67.0%
Verdugo	78.6%	84.5%	\$15,000	67.0%
Yolo	79.6%	86.0%	\$11,000	67.0%
STATEWIDE GOAL	82.0%	86.0%	\$15,400	67.0%

**Program Year 2006-2007 Performance Goals
By Local Areas**

	Entered Employment	Retention	Earnings Change	Emplmnt & Crdntial
OLDER YOUTH				
Alameda	67.0%	74.9%	\$3,282	39.0%
Anaheim	73.5%	76.1%	\$3,408	39.0%
Carson/Lomita/Torrance	73.4%	81.0%	\$3,174	39.0%
Contra Costa	72.7%	79.0%	\$3,744	39.0%
Foothill	73.4%	81.6%	\$2,737	39.0%
Fresno	71.5%	78.0%	\$3,117	39.0%
Golden Sierra	75.5%	77.3%	\$3,818	39.0%
Humboldt	72.0%	78.3%	\$3,300	39.0%
Imperial	73.0%	77.5%	\$3,334	39.0%
Kern/Inyo/Mono	67.5%	77.8%	\$3,438	39.0%
Kings	71.0%	81.0%	\$3,761	39.0%
Long Beach	69.1%	75.1%	\$2,837	39.0%
Los Angeles City	71.8%	80.3%	\$3,444	39.0%
Los Angeles County	71.3%	78.4%	\$3,974	39.0%
Madera	72.0%	81.0%	\$3,361	39.0%
Marin	73.8%	74.0%	\$2,848	39.0%
Mendocino	75.0%	83.1%	\$3,900	39.0%
Merced	65.8%	75.0%	\$3,484	39.0%
Monterey	71.0%	78.0%	\$2,848	39.0%
Mother Lode	74.5%	81.0%	\$3,188	39.0%
Napa	73.4%	85.2%	\$3,718	39.0%
NORTEC	71.2%	78.0%	\$3,670	39.0%
North Central Con.	74.0%	79.5%	\$3,298	39.0%
NOVA	65.9%	78.0%	\$3,148	39.0%
Oakland	66.4%	73.9%	\$2,881	39.0%
Orange	67.7%	79.0%	\$3,997	39.0%
Richmond	73.0%	81.1%	\$4,300	39.0%
Riverside	68.1%	77.0%	\$3,782	39.0%
Sacramento	71.1%	80.0%	\$3,487	39.0%
San Benito	71.0%	84.0%	\$3,674	39.0%
San Bernadino City	67.4%	80.0%	\$3,900	39.0%
San Bernadino County	69.2%	77.0%	\$3,592	39.0%
San Diego	72.1%	80.0%	\$3,910	39.0%
San Francisco	66.4%	81.2%	\$3,318	39.0%
San Joaquin	68.5%	74.5%	\$3,298	39.0%
San Jose City	71.5%	79.5%	\$3,084	39.0%
San Luis Obispo	66.0%	76.7%	\$3,820	39.0%
San Mateo	62.9%	77.6%	\$2,744	39.0%
Santa Ana	72.4%	78.4%	\$3,622	39.0%
Santa Barbara	70.1%	81.0%	\$3,539	39.0%
Santa Cruz	70.6%	82.0%	\$2,737	39.0%
SELACO	69.8%	75.1%	\$4,122	39.0%
Solano	71.8%	75.6%	\$2,748	39.0%
Sonoma	72.8%	77.2%	\$3,960	39.0%
South Bay	75.1%	80.3%	\$3,288	39.0%
Stanislaus	67.5%	76.0%	\$3,172	39.0%
Tulare	73.0%	79.0%	\$3,198	39.0%
Ventura	69.1%	79.6%	\$3,682	39.0%
Verdugo	74.9%	81.0%	\$3,808	39.0%
Yolo	73.7%	82.5%	\$4,000	39.0%
STATEWIDE GOAL	73.0%	81.0%	\$3,800	39.0%

**Program Year 2006-2007 Performance Goals
By Local Areas**

**YOUNGER
YOUTH**

SKILL ATTAINMENT RATE	DIPLOMA RATE	RETENTION RATE
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Alameda	85.6%	67.0%	58.7%
Anaheim	83.4%	67.0%	66.4%
Carson/Lomita/Torrance	86.7%	67.0%	59.8%
Contra Costa	84.0%	67.0%	61.6%
Foothill	83.9%	67.0%	65.5%
Fresno	84.0%	67.0%	61.0%
Golden Sierra	83.5%	67.0%	67.9%
Humboldt	82.5%	67.0%	66.3%
Imperial	78.0%	67.0%	66.4%
Kern/Inyo/Mono	76.0%	67.0%	59.0%
Kings	84.0%	67.0%	63.0%
Long Beach	79.6%	67.0%	63.5%
Los Angeles City	85.0%	67.0%	59.2%
Los Angeles County	84.8%	67.0%	64.4%
Madera	73.5%	67.0%	63.0%
Marin	88.5%	67.0%	66.2%
Mendocino	88.5%	67.0%	61.0%
Merced	85.7%	67.0%	65.0%
Monterey	86.1%	67.0%	63.5%
Mother Lode	87.7%	67.0%	65.5%
Napa	89.2%	67.0%	68.8%
NORTEC	83.1%	67.0%	60.0%
North Central Con.	86.0%	67.0%	65.0%
NOVA	85.6%	67.0%	61.9%
Oakland	79.7%	67.0%	52.5%
Orange	88.3%	67.0%	66.8%
Richmond	80.5%	67.0%	65.1%
Riverside	85.0%	67.0%	60.4%
Sacramento	82.2%	67.0%	63.0%
San Benito	87.4%	67.0%	65.7%
San Bernadino City	80.0%	67.0%	64.9%
San Bernadino County	83.2%	67.0%	60.0%
San Diego	85.4%	67.0%	63.0%
San Francisco	73.7%	67.0%	56.5%
San Joaquin	81.0%	67.0%	63.9%
San Jose City	80.4%	67.0%	61.0%
San Luis Obispo	86.4%	67.0%	66.0%
San Mateo	84.0%	67.0%	63.8%
Santa Ana	84.5%	67.0%	69.7%
Santa Barbara	86.9%	67.0%	65.5%
Santa Cruz	86.0%	67.0%	63.0%
SELACO	84.0%	67.0%	57.0%
Solano	83.0%	67.0%	58.3%
Sonoma	87.2%	67.0%	62.2%
South Bay	85.9%	67.0%	63.2%
Stanislaus	83.5%	67.0%	64.0%
Tulare	82.0%	67.0%	65.0%
Ventura	84.9%	67.0%	66.2%
Verdugo	85.9%	67.0%	67.4%
Yolo	82.3%	67.0%	62.4%
STATEWIDE GOAL	84.0%	67.0%	64.0%



Patrick W. Henning
Director



Arnold Schwarzenegger
Governor

August 29, 2007

88:137:aa:11406

Ms. Andrea T. Baker, Director
Merced County Department of Workforce Investment
1880 West Wardrobe Ave.,
Merced, CA 95340

Dear Ms. Baker: *Andrea*

Thank you for your letter of April 19, 2007, in response to Workforce Investment Act Draft Directive WIADD-138 (dated March 16, 2007) requesting renegotiation of one of your local board's Program Year (PY) 2006-07 performance goals. The table below provides a summary of your proposal and the State's response.

Performance Measure	Original State Proposal WIADD-138	Local Board's Request	Final Goal
Adult Average Earnings	\$14,800	\$11,800	\$12,800

When reviewing your performance proposal and making our decision, State staffs considered the following:

- The historical trend in your local board's performance and the local board's performance to-date for PY 2006-07.
- How does the proposed goal and your local board's performance compare with others in the labor market?
- The unemployment rate in your area and the demographics of your client population.



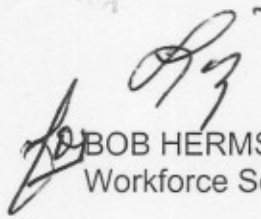
Ms. Andrea T. Baker
August 29, 2007
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- Does achievement of the goal represent some performance improvement over time?

In the next few days the Workforce Services Division will publish final performance goals for PY 2006-07 for all local boards. This directive will have a 15-day public comment period. You may request further negotiation of this goal during that comment period. Only local boards that requested renegotiation of PY 2006-07 goals prior to April 20, 2007, in accordance with WIADD-138, will be given this consideration and only for those goals included in the local board's original request.

If you have any questions, or wish to request further consideration of the State's response to your performance proposal, please contact Liz Clingman, Deputy Division Chief, Information Technology and Performance Accountability at (916) 654-9699.

Sincerely,



BOB HERMSMEIER, Chief
Workforce Services Division

cc: Robert Harmon, Chair
Don Migge, MIC 50
Liz Clingman, MIC 5

DIRECTIVE

WORKFORCE SERVICES

Number: WSD07-1

Date: August 16, 2007
69:322:pm:11050

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: COMMON MEASURES WAIVER REQUEST

EXECUTIVE SUMMARY:

Purpose:

The purpose of this directive was to solicit comments from the workforce community on the State of California's proposal to request a waiver of Workforce Investment Act (WIA) Section 136(b)(2) and (c)(1) specifying state and local performance measures. Obtaining a waiver from the Secretary of Labor allows the State to reduce the number of WIA performance measures from 17 to six, aligned with the common measures defined by the Department of Labor (DOL). The State is considering implementation of the common measures for Program Year (PY) 2007-08. This directive makes final WIA Draft Directive WIADD-142, issued on May 30, 2007. The attachment to this directive provides a detailed discussion of California's waiver proposal. **This waiver request was approved by the California Workforce Investment Board (CWIB) on July 26, 2007.**

Scope:

This directive applies to the **49** Local Workforce Investment Areas (LWIA) and the California's workforce development community.

Effective Date:

Because we expect full approval of this waiver request, this directive is effective upon release. The common measures waiver will be submitted **for approval by the Governor and upon approval** to DOL by the CWIB. Once DOL makes a determination, then additional guidance will be issued to the **community**.

REFERENCES:

- Workforce Investment Act (WIA) of 1998 Section 192 (a)(1)
- Workforce Investment Act (WIA) of 1998 Section 189 (i)
- Title 20 Code of Federal Regulations (CFR) Section 661.400, 661.410, 661.420, 661.430 and 661.440

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- DOL Training and Employment Guidance Letter (TEGL) 17-05, Common Measures Policy for the ETA's Performance Accountability System and Related Performance Issues (February 17, 2006).

STATE-IMPOSED REQUIREMENTS:

This directive contains no State-imposed requirements.

FILING INSTRUCTIONS:

This directive finalizes Draft Directive WIADD-142, issued for comment on May 30, 2007. The Workforce Services Division received six comments during the draft comment period; the comments received did not result in any substantive changes to this directive. However, this directive incorporates changes that are viewed as **highlighted** text. The highlighted text will remain on the Internet for 30 days from the issuance date. Retain this directive until further notice.

BACKGROUND:

California currently reports 17 performance measures for the WIA Title IB programs. There are four primary measures across three funding streams – Adult, Dislocated Worker, and Older Youth, three performance measures for Younger Youth, and two customer satisfaction measures.

In 2001, the President announced a budget and performance integration initiative. As part of this initiative, federal agencies were charged with developing common performance measures across similar programs. In response to this initiative, DOL announced its intention to implement a set of common measures on July 1, 2005, for several workforce programs. The DOL common performance measures described in the TEGL 17-05 reflect the agreed upon measures for the federal employment and training programs, including programs administered by DOL and the Department of Education.

This State initiative to move forward with consolidated measures reflects the Governor's desire to better evaluate the success of California's employment and training system. The key elements of the proposed waiver request include:

- Combining performance measurement of clients served with Adult and Dislocated Worker WIA funds;
- Using a single set of measures for clients served through the Youth funding stream, thus eliminating Older Youth as a sub-population for the purpose of the performance measurement;
- Eliminating the credential measure for Adults and Dislocated Workers; and
- Eliminating the customer satisfaction measurement system required by DOL.

ACTION:

Bring this directive and the attached proposed waiver request to the attention of the appropriate staff. Once all comments are received and this directive is final, the Employment Development Department will forward the common measure waiver request to the CWIB for appropriate action. Upon completion of all waiver requirements, the CWIB will forward the waiver request to DOL for review and further consideration. **This waiver request was approved by the CWIB on July 26, 2007.**

INQUIRIES:

If you have any questions, please contact your [Regional Advisor](#) at (916) 654-7799.

/S/ BILL BURKE
Assistant Deputy Director
Workforce Services Branch

/S/ BOB HERMSMEIER
Chief
Workforce Services Division

Attachment

PROPOSED WAIVER REQUEST for Public Comment

BACKGROUND

Currently, states report 17 performance measures for the Workforce Investment Act (WIA) Title IB programs. There are four primary measures across three funding streams—Adult, Dislocated Workers, and Older Youth, three performance measures for Younger Youth, and two customer satisfaction measures. Table 1 below summarizes these measures.

TABLE 1. CURRENT PERFORMANCE MEASURES UNDER WORKFORCE INVESTMENT ACT TITLE IB

PROGRAM	PERFORMANCE MEASURE	TOTAL MEASURES
Adults	Entered Employment, Employment Retention, Wage Gain, and Employment with a credential	4
Dislocated Workers	Entered Employment, Employment Retention, Wage Gain, and Employment with a credential	4
Older Youth	Entered Employment, Employment Retention, Wage Gain, and Employment with a credential	4
Younger Youth	Skill Attainment; Attainment of a Diploma or GED; Retention in Employment, post-secondary education, or the military	3
Across all Programs	Customer Satisfaction (Job Seeker and Employer)	2
Total Performance Measures		17

In 2001, as part of his management agenda, the President announced a budget and performance integration initiative. In this move toward more results-oriented government, the Office of Management and Budget is charged with developing common performance measures across similar programs. The Department of Labor (DOL) common measures reflect the agreed upon measures for the federal employment and training programs, including programs administered by DOL and the Department of Education among others.

Under the proposed waiver, California will simplify the WIA performance system by discontinuing use of the current 17 performance measures and reducing the WIA outcome measures to six. This will allow for further planning with the local partners. Table 2 below lists the six performance measures California is proposing to implement effective July 1, 2007, under the waiver. Table 3 provides a detailed definition for each of the common measures.

TABLE 2. COMMON PERFORMANCE MEASURES

PROGRAM	PERFORMANCE MEASURE	TOTAL MEASURES
Adults & Dislocated Workers	Entered Employment; Employment Retention; Average Earnings	3
Youth	Placement Employment or Education, Attainment of a Degree or Certificate; Literacy and Numeracy Gains	3
Total Measures		6

STATUTORY PROVISIONS TO BE WAIVED

(WIA) Section 136(b)(2) and (c)(1) specifying State and local performance measures.

GOALS TO BE ACHIEVED THROUGH THE WAIVER

This State initiative to move forward with consolidated measures reflects the Governor’s desire to better evaluate the success of California’s employment and training system. State and local partners express frustration over conflicting data collection requirements and performance objectives across the system and have indicated that these requirements can be an impediment to integrated services. Starting with this WIA Title IB initiative, California will work with our partners to expand the use of the common measures across employment and training programs in the State.

TABLE 3. COMMON MEASURES AT-A-GLANCE

ADULT MEASURES ¹	YOUTH MEASURES
<p>Entered Employment</p> <p><i>Of those who are not employed at the date of participation:</i></p> <p>Number of adult participants who are employed in the first quarter after exit quarter</p> <hr/> <p>Number of adult participants who exit during the quarter</p>	<p>Placement in Employment or Education</p> <p><i>Of those who are not in post-secondary education or employment (including the military) at the date of participation:</i></p> <p>Number of youth participants who are in employment (including the military) or enrolled in post-secondary education and/or advanced training/occupational skills training in the first quarter after the exit quarter</p> <hr/> <p>Number of youth participants who exit during the quarter.</p>
<p>Employment Retention</p> <p><i>Of those who are employed in the first quarter after exit:</i></p> <p>Number of adult participants who are employed in <u>both</u> the second and third quarters after exit quarter</p> <hr/> <p>Number of adult participants who exit during the quarter</p>	<p>Attainment of a Degree or Certificate</p> <p><i>Of those enrolled in education (at the date of participation or at any point during the program):</i></p> <p>Number of youth participants who attain a diploma, GED, or certificate by the end of the third quarter after the exit quarter</p> <hr/> <p>Number of youth participants who exit during the quarter</p>
<p>Average Earnings</p> <p><i>Of those adult participants who are employed in the first, second, and third quarters after the exit quarter:</i></p> <p>Total earnings in the second plus total earnings in the third quarters after the exit quarter</p> <hr/> <p>Number of adult participants who exit during the quarter</p>	<p>Literacy and Numeracy Gains</p> <p><i>Of those out-of-school youth who are basic skills deficient:</i></p> <p>Number of youth participants who increase one or more educational functioning levels</p> <hr/> <p>Number of youth participants who have completed a year in the program (i.e., one year from the date of first youth service) plus the number of youth participants who exit before completing a year in the youth program.</p>

STATE OR LOCAL STATUTORY OR REGULATORY BARRIERS

The relevant portions of WIA Section 136 do not conflict with any state or local statute or regulation. The existing performance system does discourage the development of additional performance measures.

¹ The Adult Common Measures include both Adult and Dislocated Worker participants.

DESCRIPTION OF THE WAIVER GOAL AND PROGRAMMATIC OUTCOMES

The waiver is designed to:

- a. Simplify and streamline the performance measurement system;
- b. Create the opportunity for state-specific performance measures through a reduction in the federally mandated measures;
- c. Increase program integration by focusing the system on common goals; and
- d. Improve evaluation of California's employment and training system.

PROVIDING PUBLIC NOTICE

This waiver was posted for 30-day public comment through the Employment Development Department, Workforce Community Web page and through the California Workforce Investment Board Web site.

DESCRIPTION OF INDIVIDUALS AFFECTED BY THE WAIVER

Approval of this waiver will positively affect all customers of California's workforce investment system by eliminating accountability as a barrier to service and improving program integration in the One-Stops.

DESCRIPTION OF THE PROCESS FOR MONITORING PROGRESS

The State's WIA management information system, the Job Training Automation System, has been modified to allow the State, its local workforce investment boards, and other WIA funded program operators to monitor client outcomes based on the core performance measures currently specified under WIA Section 136 and the common measures defined in TEGL 17-05. The State will report the common measures outcomes to DOL quarterly.