



# **Unified Strategic Workforce Development Plan**

## **Appendix 1: Performance Goals for Core Programs**

**2020-2023**

IN FULFILLMENT OF THE REQUIREMENTS OF THE  
WORKFORCE INNOVATION AND OPPORTUNITY ACT  
PUBLIC LAW 113-128

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Each state submitting a Unified or Combined State Plan is required to identify expected levels of performance for each of the primary indicators of performance for the first two years covered by the plan. The state is required to reach agreement with the Secretary of Labor, in conjunction with the Secretary of Education, on state-negotiated levels of performance for the indicators for each of the first two years of the plan.

For Program Year (PY) 2016-2019 plans, the Departments used the transition authority under section 503(a) of the Workforce Innovation and Opportunity Act (WIOA) to designate certain primary indicators of performance as “baseline” indicators to ensure an orderly transition from the requirements of the Workforce Investment Act of 1998 to those under WIOA. A “baseline” indicator was one for which states did not propose an expected level of performance and did not come to agreement with the Departments on negotiated levels of performance because sufficient data was not available to establish such performance levels. As a result, “baseline” indicators were not used in the end of the year adjustment of performance levels and were not used to determine failure to meet adjusted levels of performance for purposes of sanctions. The Departments designated indicators as “baseline” based on the likelihood of a State having insufficient data with which to make a reasonable determination of an expected level of performance.

For PYs 2020-2023 Plans, Title I programs (Adult, Dislocated Worker, and Youth) and the Title II program (Adult Education and Family Literacy Act) will have two full years of data available to make reasonable determinations of expected levels of performance for the following indicators for PY 2020 and PY 2021:

- Employment (Second Quarter after Exit);
- Employment (Fourth Quarter after Exit);
- Median Earnings (Second Quarter after Exit);
- Credential Attainment Rate; and
- Measurable Skill Gains

The Wagner-Peyser Act Employment Service program, authorized under the Wagner-Peyser Act, as amended by Title III of WIOA, will have two full years of data available to make a reasonable determination of expected levels of performance for the following indicators for PY 2020 and PY 2021:

- Employment (Second Quarter after Exit);
- Employment (Fourth Quarter after Exit); and
- Median Earnings (Second Quarter after Exit)

The Credential Attainment Rate and Measurable Skill Gains indicators do not apply to the Wagner-Peyser Act Employment Service program; therefore, this program will not submit expected levels of performance for these indicators.

For the first two years of PYs 2020-2023 Plans, the Vocational Rehabilitation (VR) program, authorized under Title I of the Rehabilitation Act of 1973, as amended by Title IV of WIOA, will have two full years of data available for the Measurable Skill Gains indicator only. Therefore, the Departments will designate the following indicators as “baseline” for the VR program for PY 2020 and PY 2021:1

- Employment (Second Quarter after Exit);
- Employment (Fourth Quarter after Exit);
- Median Earnings (Second Quarter after Exit); and
- Credential Attainment Rate

VR agencies must continue to collect and report on all indicators, including those that have been designated as “baseline, pursuant to section 116(d) of WIOA.” The actual performance data reported by these programs for indicators designated as “baseline” for PY 2020 and PY 2021 will serve as baseline data in future years. The Departments will require VR agencies to submit expected levels of performance for these indicators for PY 2022 and PY 2023.

The Departments determined that the Effectiveness in Serving Employers indicator will be measured as a shared outcome across all six core programs within each state to ensure a holistic approach to serving employers. The Departments will continue piloting approaches for measuring this indicator for the first two years of PY 2020-2023 plans. Therefore, states are not required to submit an expected level of performance for the Effectiveness in Serving Employers indicator for PY 2020 and PY 2021. However, core programs are expected to collect data and report on this indicator for PY 2020 and PY 2021 as they did for PYs 2016-2019 plans.

Each core program must submit an expected level of performance for all of the other indicators, as applicable, with the exception of the four indicators designated as “baseline” for the VR program in PY 2020 and PY 2021. The Departments will work with states during the negotiation process to establish negotiated levels of performance for each of the primary indicators for the core programs not listed as “baseline.” Each state must update its plan to include the agreed-upon negotiated levels of performance before the Departments approve a state’s plan.

States may identify additional indicators in the plan, including additional approaches to measuring Effectiveness in Serving Employers, and may establish levels of performance for each of the state indicators. Please identify any such state indicators under Additional Indicators of Performance.

Include the state's expected levels of performance relating to the performance accountability indicators based on primary indicators of performance described in section 116(b)(2)(A) of the WIOA.

	Title I – Adult Program			
	Program Year: 2020		Program Year: 2021	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	67.0%	67.0%	68%	67.0%
Employment (Fourth Quarter after Exit)	64.0%	66.0%	65%	66.0%
Median Earnings (Second Quarter after Exit)	\$5700	\$6000	\$6000	\$6000
Credential Attainment Rate	59.0%	60.0%	60%	60.0%
Measurable Skill Gains	67.0%	50.0%	70%	50.0%

	Title I – Dislocated Worker Program			
	Program Year: 2020		Program Year: 2021	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	71.0%	71.9%	72.0%	71.9%
Employment (Fourth Quarter after Exit)	72.0%	72.5%	73.0%	72.5%
Median Earnings (Second Quarter after Exit)	\$7900	\$8070	\$8200	\$8070
Credential Attainment Rate	62.0%	60.0%	63.0%	60.0%
Measurable Skill Gains	43.0%	50.0%	46.0%	50.0%

	Title I – Youth Program			
	Program Year: 2020		Program Year: 2021	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit) <sup>21</sup>	69.0%	71.0%	70.0%	71.0%
Employment (Fourth Quarter after Exit) <sup>22</sup>	67.0%	71.0%	68.0%	71.0%
Median Earnings (Second Quarter after Exit)	\$3500	\$3490	\$3800	\$3490
Credential Attainment Rate	60.0%	60.0%	61.0%	60.0%
Measurable Skill Gains	54.0%	56.4%	57.0%	56.4%

<sup>21</sup> For Title I Youth programs, employment, education or training.

<sup>22</sup> For Title I Youth programs, employment, education or training.

	Title II – Adult Education and Family Literacy Act Program			
	Program Year: 2020		Program Year: 2021	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	10%	29.0%	11%	29%
Employment (Fourth Quarter after Exit)	4.0%	27.0%	4.1%	27.0%
Median Earnings (Second Quarter after Exit)	\$5535	\$5535	\$5550	\$5550
Credential Attainment Rate	3.4%	22.1%	3.5%	22.1%
Measurable Skill Gains	45.8%	45.8%	46%	46.0%

	Wagner-Peyser Act Employment Service Program			
	Program Year: 2020		Program Year: 2021	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	60.0%	61.4%	61.0%	61.4%
Employment (Fourth Quarter after Exit)	58.0%	62.0%	59.0%	62.0%
Median Earnings (Second Quarter after Exit)	\$5800	\$6689	\$6100	\$6689
Credential Attainment Rate	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Measurable Skill Gains	Not Applicable	Not Applicable	Not Applicable	Not Applicable



	Vocational Rehabilitation Program			
	Program Year: 2020		Program Year: 2021	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit) <sup>22</sup>	Baseline	Baseline	Baseline	Baseline
Employment (Fourth Quarter after Exit) <sup>22</sup>	Baseline	Baseline	Baseline	Baseline
Median Earnings (Second Quarter after Exit) <sup>23</sup>	Baseline	Baseline	Baseline	Baseline
Credential Attainment Rate <sup>22</sup>	Baseline	Baseline	Baseline	Baseline
Measurable Skill Gains	23.7%	27.0%	24.9%	28.0%

	All WIOA Core Programs			
	Program Year:		Program Year:	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Effectiveness in Serving Employers	Not applicable	Not applicable	Not applicable	Not applicable

Additional Indicators of Performance
1. Not applicable
2. Not applicable
3. Not applicable
4. Not applicable
5. Not applicable
6. Not applicable

<sup>23</sup> For the VR program, these indicators are Not Applicable for PY 2020 and PY 2021; however, they will be applicable for PY 2022 and PY 2023.