



Unified Strategic Workforce Development Plan

Appendix 1: Performance Goals for Core Programs

2024-2027

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

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 an 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.

Background

During 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 an 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. They 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 to reasonably determine an expected performance level.

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

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

The Wagner-Peyser Act Employment Service program, authorized under the Wagner-Peyser Act, as amended by Title III of WIOA, had several full years of data available to make a reasonable determination of expected levels of performance for the following indicators for PY 2020 through PY 2023:

- Employment (Second Quarter after Exit)
- Employment (Fourth Quarter after Exit)
- 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 performance levels 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, had two full years of data available for the Measurable Skill Gains indicator only. Therefore, the Departments designated the following indicators as “baseline” for the VR program 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

VR agencies continued to collect and report on all indicators, including those 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 served as baseline data going forward.

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 continued piloting approaches for measuring this indicator for the first two years of PY 2020-2023 plans. Therefore, states were 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 were expected to collect data and report on this indicator for PY 2020 and PY 2021 as they did for PY 2016-2019 plans.

Current State Plan

Each core program must submit an expected level of performance for all the other indicators, as applicable. The Departments will work with states during the negotiation process to establish negotiated performance levels for each of the primary indicators for the core programs.

States may identify additional indicators in the plan, including additional approaches to measuring Effectiveness in Serving Employers, and establish levels of performance for each state indicator and identify them under Additional Indicators of Performance. The state's expected levels of performance relate 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: 2024		Program Year: 2025	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	67.0%	--	67.0%	--
Employment (Fourth Quarter after Exit)	65.0%	--	65.0%	--
Median Earnings (Second Quarter after Exit)	\$7800	--	\$7800	--
Credential Attainment Rate	66.0%	--	66.0%	--
Measurable Skill Gains	60.0%	--	60.0%	--

	Title I – Dislocated Worker Program			
	Program Year: 2024		Program Year: 2025	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	70.0%	--	70.0%	--
Employment (Fourth Quarter after Exit)	69.0%	--	69.0%	--
Median Earnings (Second Quarter after Exit)	\$8,800	--	\$8,800	--
Credential Attainment Rate	68.0%	--	68.0%	--
Measurable Skill Gains	60.0%	--	60.0%	--

	Title I – Youth Program			
	Program Year: 2024		Program Year: 2025	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit) ¹	70.0%	--	70.0%	--
Employment (Fourth Quarter after Exit) ²	68.0%	--	68.0%	--
Median Earnings (Second Quarter after Exit)	\$4,500	--	\$4,500	--
Credential Attainment Rate	60.0%	--	60.0%	--
Measurable Skill Gains	60.0%	--	60.0%	--

¹ For Title I Youth programs, employment, education or training.

² For Title I Youth programs, employment, education or training.

	Title II – Adult Education and Family Literacy Act Program			
	Program Year: 2024		Program Year: 2025	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	23.0%	--	24.0%	--
Employment (Fourth Quarter after Exit)	23.0%	--	24.0%	--
Median Earnings (Second Quarter after Exit)	\$5,555	--	\$5,560	--
Credential Attainment Rate	22.1%	--	22.1%	--
Measurable Skill Gains	46.5%	--	47.0%	--

	Wagner-Peyser Act Employment Service Program			
	Program Year: 2024		Program Year: 2025	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	59.0%	--	59.0%	--
Employment (Fourth Quarter after Exit)	58.0%	--	58.0%	--
Median Earnings (Second Quarter after Exit)	\$7,800	--	\$7,800	--
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: 2022		Program Year: 2023	
	Expected Level	Negotiated Level	Expected Level	Negotiated Level
Employment (Second Quarter after Exit)	49.0%	49.0%	50.0%	50.0%
Employment (Fourth Quarter after Exit)	42.5%	42.5%	44.0%	44.0%
Median Earnings (Second Quarter after Exit)	\$5,450	\$5,450	\$5,650	\$5,650
Credential Attainment Rate	26.0%	26.0%	27.1%	27.1%
Measurable Skill Gains	40.7%	40.7%	42.0%	42.0%