

## APPENDIX G: Workforce Innovation and Opportunity Act – Performance Measures

Section 116 of WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by the workforce development Adult, Dislocated Worker, and Youth. Training and Employment Guidance Letter 10-16, Change #1 provides the regulatory guidance that set forth requirements, related to the implementation and operation of the performance accountability system. U.S. Departments of Labor (DOL) and Education (ED) jointly developed aligned definitions of the primary indicators of performance which were finalized in August 2016. Under section 116(b)(2)(A) of WIOA, there are six primary indicators of performance listed below. For more information see [https://wdr.doleta.gov/directives/attach/TEGL/TEGL\\_10-16-Change1.pdf](https://wdr.doleta.gov/directives/attach/TEGL/TEGL_10-16-Change1.pdf)

<i>Employment Rate 2nd Quarter After Exit</i>	The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.  The percentage of Title I Youth program participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program.
<i>Employment Rate 4th Quarter After Exit</i>	The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program  The percentage of Title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit from the program.
<i>Median Earnings 2nd Quarter After Exit</i>	The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program
<i>Credential Attainment</i>	The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program.
<i>Measurable Skill Gains</i>	The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.
<i>Effectiveness in Serving Employers</i>	Effectiveness in Serving Employers: WIOA sec. 116(b)(2)(A)(i)(VI) requires the Departments to establish a primary indicator of performance for effectiveness in serving employers. The Departments are piloting three approaches designed to gauge three critical workforce needs of the business community. Approach 1 - Retention with the same employer Approach 2 - Repeat Business Customers Approach 3 - Employer Penetration Rate.

### Expected Performance Targets

Adult	PY 2024	PY 2025
Employment Rate 2 <sup>nd</sup> Quarter after Exit	76.5%	76.5%
Employment Rate 4 <sup>th</sup> Quarter after Exit	77.5%	77.5%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$9,000	\$9,000

Credential Attainment within 4 Quarters after Exit	74.0%	74.0%
Measurable Skill Gains	62.0%	63.0%
<b>Dislocated</b>	<b>PY 2024</b>	<b>PY 2025</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	79.5%	79.5%
Employment Rate 4 <sup>th</sup> Quarter after Exit	80.0%	80.0%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$11,800	\$11,800
Credential Attainment within 4 Quarters after Exit	73.0%	74.0%
Measurable Skill Gains	62.0%	63.0%
<b>Youth</b>	<b>PY 2024</b>	<b>PY 2025</b>
Employment Rate 2 <sup>nd</sup> Quarter after Exit	76.0%	76.0%
Employment Rate 4 <sup>th</sup> Quarter after Exit	76.0%	76.0%
Median Earnings 2 <sup>nd</sup> Quarter after Exit	\$5,000	\$5,000
Credential Attainment within 4 Quarters after Exit	70.0%	70.5%
Measurable Skill Gains	59.0%	60.0%