



# WIOA

Professional Development  
americanjobcenter®

## WIOA TITLE IB PY'2024/2025 LOCAL PERFORMANCE NEGOTIATIONS

July 31, 2024



## Facilitator:



**Kiersten Baer**

**Digital Communications Manager  
Illinois Center for Specialized Professional Support (ICSPS)  
Illinois State University  
[kmbaer@ilstu.edu](mailto:kmbaer@ilstu.edu)**



**Mark Burgess**

WIOA Title I Performance Manager  
Office of Employment and Training (OET)  
Illinois Department of Commerce and Economic Opportunity



**Paula Barry**

WIOA Title I Performance Specialist  
Office of Employment and Training (OET)  
Illinois Department of Commerce and Economic Opportunity

## State Negotiations Team Consultants:



**Brian Richard, Ph.D**

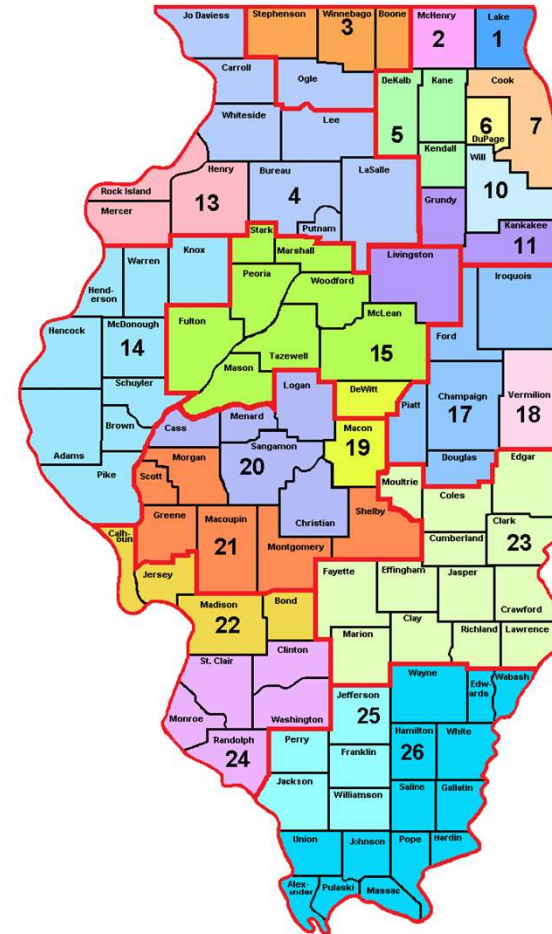
Assistant Director of Workforce Development  
Center for Governmental Studies (CGS)  
Northern Illinois University



**Andy Blanke, MPA**

Research Associate  
Center for Governmental Studies (CGS)  
Northern Illinois University

# Where is Your Local Area?



# What is Your Role in the WIOA System?

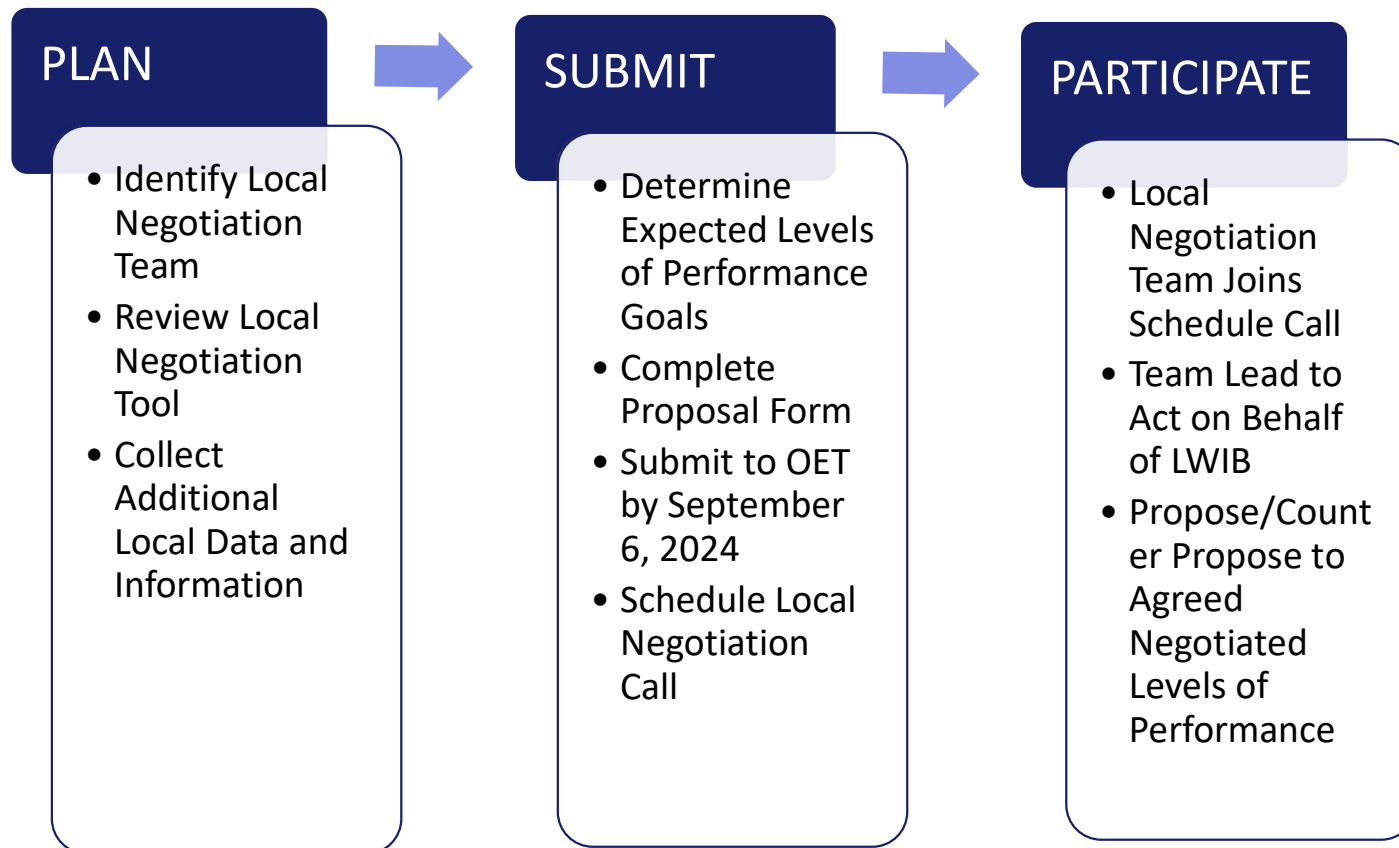


## Objectives:



- ✓ Outline the PY24-25 Local Negotiation Process
  - Local Negotiation Teams
  - Four Negotiation Factors
  - Proposed Goals
- ✓ Assessing Performance
- ✓ Local Negotiation Tool - Overview
- ✓ Comments and Questions

# PY24-25 Local Negotiation Process





# PY24-25 Local Negotiation Timeline





## Additional Negotiation Activities

- Issuance of Revised WIOA Notice 20-NOT-01, Change 3
  - Minimal Changes
  - Introduction of Local Negotiation Tool as one of Four Factors
- Quarterly Performance Office Hours
  - August 21, 2024
  - Agenda to include Final Guidance and Q&A
- Negotiations will be Scheduled as they are Received with Selection from Remaining Available Dates/Times
- Submission of ALL 22 Negotiated Levels of Performance to USDOL by September 30, 2024

# WIOA Title I Indicators of Performance

**WIOA Title I Adult, Dislocated Worker and Youth Programs will be negotiated for each of the Indicators**

ER2

- Employment Rate 2<sup>nd</sup> Quarter after Exit (Includes Education and Training for Youth)
- % of Participants who are in unsubsidized employment(or education/training for Youth) during 2<sup>nd</sup> quarter after program exit

ER4

- Employment Rate 4<sup>th</sup> Quarter after Exit (Includes Education and Training for Youth)
- % of Participants who are in unsubsidized employment(or education/training for Youth) during 4<sup>th</sup> quarter after program exit

MER

- Median earnings of participants who are in unsubsidized (or supplemental) employment during 2<sup>nd</sup> quarter after program exit
- Includes total quarterly earnings as calculated by direct wage record match or supplemental wage information

CAR

- % of participants enrolled in education or training (excluding OJT and customized training) who attain a recognized postsecondary credential or secondary school diploma, or its recognized equivalent, during participation or within one year of program exit<sup>1</sup>

MSG

- % of participants who are in an education or training program that leads to a recognized postsecondary credential or employment and who achieve documented academic, technical, occupational or other forms of progress towards such a credential or employment<sup>2</sup>

<sup>1</sup> Special Rule applies 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.

<sup>2</sup> At least one MSG is required during each Program Year the participant is in an education or training program.

# WIOA Levels of Performance

## Expected Levels of Performance

- Proposed Levels for each Indicator Submitted by LWIB Prior to Local Negotiation
- WIOA Notice 20-NOT-0, Change 3 Attachment – Performance Goals Proposal Form
- Once Submitted, Scheduling of Local Call will Occur

## Negotiated Levels of Performance

- Agreed Levels of Performance between Local Negotiation Team and State
- LWIB Team to Assign Lead to Conduct Negotiation and Agree on Final Negotiated Levels
- Process must be Based on Four Factors Outlined in WIOA Notice

## Adjusted Levels of Performance

- Adjustment of Negotiated Levels of Performance at End of Each Program Year
- Local Statistical Adjustment Model (SAM) Used to Reflect Actual Characteristics of Participants served and Actual Economic Conditions Experience
- LWIB Success is Determined by Comparing Adjusted Level of Performance to Actual Level of Performance

# Preparing for Negotiations

- Consider Four Negotiation Factors in preparation for negotiations
  - Compare performance across LWIAs
  - Utilize the [Local Negotiation Tool](#) developed from data using an objective Statistical Adjustment Model (SAM)
  - Promote continuous improvement and ensure optimal return on investment
  - Assist State in meeting its negotiated levels of performance
- Additionally, the use of verifiable and replicable data or information may be submitted as supporting documentation
  - BLS data
  - Local MIS data
  - Local policies, programs, processes, prior performance assessments, employer information such as wage submission lag, etc.
- There is no specified weight on any specific negotiation factor

# Performance - Continuous Improvement

## TEGL 11-19, Change 1 Negotiations and Sanctions Guidance for WIOA Core Programs

- an increase from the levels of performance previously attained
- increases in percentile rankings of levels of performance either statewide among similar local areas
- a change in service strategy and delivery, including more progressive or innovative approaches
- a change in the intensity or comprehensiveness with which participants are served
- a maintenance of previous performance for the top performing LWIBs

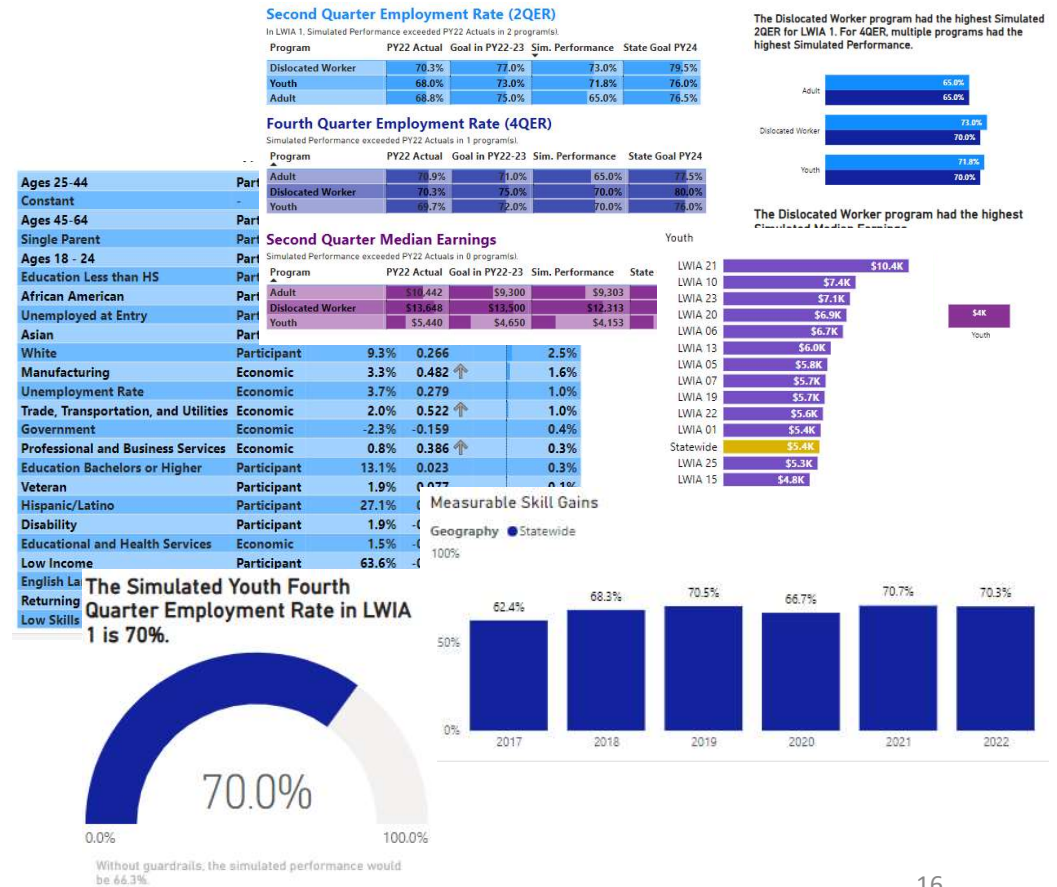


# Performance - Continuous Improvement



# Local Negotiation Tool for PY24-25

- Components of the [Local Negotiation Tool](#)
  - Introduction
  - Glossary
  - Executive Summaries
  - Program and Indicator Specific Simulations
  - Using the Results in Planning for Negotiations
  - Frequently Asked Questions
  - LWIB Rankings for Each Indicator
  - Actual Outcomes (PY17-22)





# USING THE NEGOTIATION TOOL

## WIOA Title I Negotiation Tool, PY24-25

### INTRODUCTION

The Department of Labor requires that all states use a Statistical Adjustment Model (SAM) for performance negotiations and assessments with local WIOA Title I programs. This Negotiation Tool provides results of the SAM pertaining to PY 2024-2025 local performance negotiations. It includes simulated levels of performance for each indicator of performance that LWIAs are assessed on. **The Simulated Level of Performance serves as a frame of reference when determining negotiated performance targets.**

### CONTENTS

This tool shows simulated levels of performance for each LWIA, but no identifiable information on local programs. The tool also shows simulated levels of performance for each LWIA in previous years for the indicators of performance. The end of the report includes a list of all pages.

A simple color scale is used in this Tool, with each color representing a different indicator of performance.

- Second Quarter Employment Rate
- Fourth Quarter Employment Rate
- Second Quarter Median Earnings
- Credential Attainment Rate
- Measurable Skills Gain

### VIEWING YOUR DATA

Along the top of each page is a "Select LWIA" dropdown menu.

When accessing this tool online, the bottom center page number brings up a list of all pages.

### CONTACT

For assistance using the Negotiation Tool and questions about the Statistical Adjustment Model, you can contact Mark Burges at mark.burges@dol.gov. For questions about the Title I negotiations process, please contact Mark Burges at mark.burges@dol.gov.

Select LWIA  
1

## Executive Summary for LWIA 1, page 1 of 2

Below are the simulated levels of performance for employment and earnings outcomes being negotiated and assessed for 2024 and 2025. Simulated performance is calculated from participant characteristics and economic conditions in the LWIA for PY22. *They do not include consideration for past negotiations or assessments, and they will not be used directly in performance assessments.* The performance targets used in assessments will be determined in negotiations. *Note that the Simulated Performance values show more detail than the performance thresholds typically agreed upon in negotiations, and the DCEO Office of Employment and Training might not necessarily negotiate to the Simulated Performance threshold.*

### Second Quarter Employment Rate (2QER)

In LWIA 1, Simulated Performance exceeded PY22 Actuals in 2 program(s).

Program	PY22 Actual	Goal in PY22-23	Sim. Performance	State Goal PY24
Dislocated Worker	70.3%	77.0%	73.0%	79.5%
Youth	68.0%	73.0%	71.8%	76.0%
Adult	68.8%	75.0%	65.0%	76.5%

The Dislocated Worker program had the highest Simulated 2QER for LWIA 1. For 4QER, multiple programs had the highest Simulated Performance.

### Fourth Quarter Employment Rate (4QER)

Simulated Performance exceeded PY22 Actuals in 1 program(s).

Program	PY22 Actual	Goal in PY22-23	Sim. Performance
Adult	70.9%	71.0%	71.0%
Dislocated Worker	70.3%	75.0%	71.0%
Youth	69.7%	72.0%	71.0%

### In LWIA 1, Female % had the largest effect on Simulated Adult Measurable Skills Gain, excluding the Constant\*.

Variable	Type	PY2022 Actual	Coefficient	Weighted Actual
Constant	-	100.0%	1.000 ↑	100.0%
Female %	Participant	48.8%	0.232 ↑	11.3%
Ages 25-44	Participant	69.8%	0.121	8.4%
Government	Economic	-2.3%	-2.020 ↓	4.7%
Ed Less than HS	Participant	7.0%	0.496 ↑	3.5%
Single Parent	Participant	28.7%	0.119	3.4%
Ages 45-64	Participant	17.8%	0.180 ↑	3.2%
Hispanic	Participant	25.6%	0.084	2.1%
Veteran	Participant	1.6%	0.602 ↑	0.9%
Manufacturing	Economic	3.3%	0.080	0.3%
Cultural Barriers	Participant	0.0%	-0.596	0.0%
White	Participant	7.8%	-0.032	-0.2%
Educational and Health Services	Economic	1.5%	-0.175	-0.3%
Professional and Business Services	Economic	0.8%	-0.412	-0.3%
Homeless	Participant	0.8%	-0.806 ↓	-0.6%

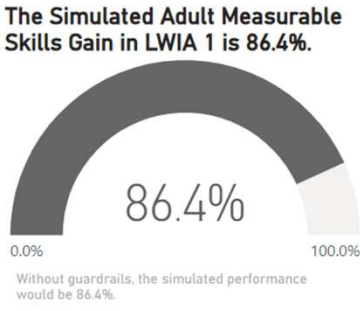
### Second Quarter Median Earnings

Simulated Performance exceeded PY22 Actuals in 0 program(s).

Program	PY22 Actual	Goal in PY22-23	Sim. Performance
Adult	\$10,442	\$9,300	\$10,442
Dislocated Worker	\$13,648	\$13,500	\$13,648
Youth	\$5,440	\$4,650	\$5,440

Arrows indicate Variables with the largest positive or negative Coefficient.

↑ Coefficients are the same for each LWIA.



# Tool Basics

- <https://bit.ly/3WWWdYn>

- Navigation panel on bottom center.
  - Arrow to previous/next page
  - Click page number to show full list of pages, skip ahead/back
- Select LWIA from dropdown in corner of data pages
  - Selection persists across pages

Select LWIA

1

## WIOA Title I Negotiation Tool, PY24-25

### INTRODUCTION

The Department of Labor requires that all states use a Statistical Adjustment Model (SAM) for performance negotiations and assessments with local WIOA Title I programs. This Negotiation Tool provides results of the SAM pertaining to PY 2024-2025 local performance negotiations. It includes simulated levels of performance for each indicator of performance that LWIAs are assessed on. **The Simulated Level of Performance serves as a frame of reference when determining negotiated performance targets.**

### CONTENTS

**This tool shows simulated levels of performance for each LWIA.** It includes some information on the participant characteristics and economic conditions in each LWIA, but no identifiable information on local participants is shown. For reference, it also includes information on how each LWIA ranked relative to other LWIAs in previous years for the indicators of performance that will be negotiated. The next three pages show key terms and overall results. The next 15 pages show detailed results. The end of the report includes a brief FAQ, and an Appendix compares performance outcomes by LWIA over time.

A simple color scale is used in this Tool, with each color corresponding to a specific indicator of performance:

Second Quarter Employment Rate  
Fourth Quarter Employment Rate  
Second Quarter Median Earnings  
Credential Attainment Rate  
Measurable Skills Gain

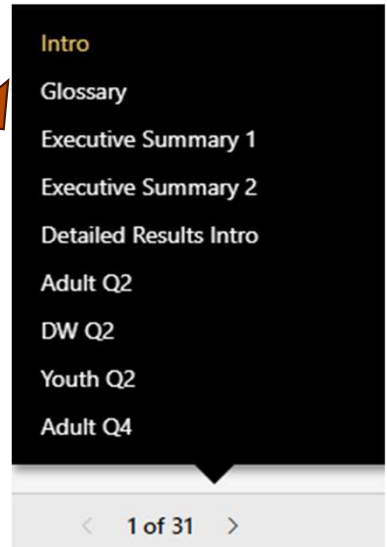
### VIEWING YOUR DATA

Along the top of each page is a "Select LWIA" panel, and your selection persists across pages.





When accessing this tool online, the bottom center of the screen has a navigation panel. The brackets arrow to the previous/next pages, and clicking the page number brings up a list of all pages.

### CONTACT

For assistance using the Negotiation Tool and questions about the Statistical Adjustment Model, please contact Andy Blanke at [ablanke1@doe.edu](mailto:ablanke1@doe.edu). If you or a colleague would prefer to read a PDF version of the Negotiation Tool results for your LWIA, Andy can send you a copy.  
For questions about the Title I negotiations process, please contact Mark Burgess at [mark.a.burgess@dnos.gov](mailto:mark.a.burgess@dnos.gov).

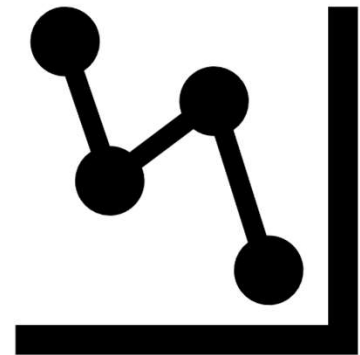


# Negotiation Tool Use-Cases

- DOL does not intend for LWIAs to negotiate on individual data points  
 “Disability reduced our employment target by 5% but it should be a 10% reduction”
- 3 examples for how to think about the data for your LWIA
  -  Economic shifts
  -  Changing grants, changing participants
  -  Overlapping barriers and clashing coefficients

## Example 1: Economic Shifts

- You've seen the data we had on hand for PY22 but wonder what would happen in an economic shift.
- Several warehousing employers have announced layoffs.
  - Unemployment would probably increase
  - Transportation sector jobs would probably decrease
- **What effect would an economic shift have on broader local performance?**



# Example 1. Economic Shifts

What if the unemployment rate spiked from 4% to 6%, and warehousing employment dropped 10%?

In LWIA 5, Ages 25-44 had the largest effect on Simulated Adult Second Quarter Employment Rate.

Variable	Type	PY2022 Actual	Coefficient	Weighted Actual
Low Skills or Literacy	Participant	67.5%	-0.164	-11.1%
Returning Citizen	Participant	17.1%	-0.311 ↓	-5.3%
English Language Learner	Participant	6.0%	-0.352 ↓	-2.1%
Educational and Health Services	Economic	3.2%	-0.458 ↓	-1.4%
Low Income	Participant	44.0%	-0.029	-1.3%
Disability	Participant	3.4%	-0.138	-0.5%
Government	Economic	0.7%	-0.159	-0.1%
Hispanic/Latino	Participant	36.3%	0.000	0.0%
Education Bachelors or Higher	Participant	11.1%	0.023	0.3%
Veteran	Participant	3.4%	0.077	0.3%
Manufacturing	Economic	1.2%	0.482 ↑	0.6%
Unemployment Rate	Economic	4.0%	0.279	1.1%
Asian	Participant	3.4%	0.346 ↑	1.2%
Unemployed at Entry	Participant	34.2%	0.058	2.0%
Trade, Transportation, and Utilities	Economic	3.8%	0.522 ↑	2.0%
African American	Participant	35.0%	0.077	2.7%
Education Less than HS	Participant	9.8%	0.301	3.0%
Ages 45-64	Participant	7.7%	0.545 ↑	4.2%
White	Participant	19.7%	0.266	5.2%
Professional and Business Services	Economic	15.2%	0.386 ↑	5.9%
Ages 18 - 24	Participant	22.6%	0.281	6.4%
Single Parent	Participant	35.0%	0.194	6.8%
Constant	-	100.0%	0.146	14.6%
Ages 25-44	Participant	69.7%	0.498 ↑	34.7%



Variable	Type	PY2022 Actual	Coefficient	Weighted Actual
Constant	-	100.0%	0.146	14.6%
Educational and Health Services	Economic	3.2%	-0.458 ↓	-1.4%
Government	Economic	0.7%	-0.159	-0.1%
Manufacturing	Economic	1.2%	0.482 ↑	0.6%
Professional and Business Services	Economic	15.2%	0.386 ↑	5.9%
Trade, Transportation, and Utilities	Economic	3.8%	0.522 ↑	2.0%
Unemployment Rate	Economic	4.0%	0.279	1.1%

Multiply the Coefficients by a new percent change and a new unemployment rate.

$$-10\% * 0.522 = -5.2\%$$

$$6.0\% * 0.279 = 1.7\%$$

**-3.5% decrease expected, assuming no participant changes**

## Caution on Example 1



***The Tool is not designed to predict your economy. This is strictly a what-if.***

- Economic variables typically have a lower impact in model than participant characteristics
- Depending on who works in the impacted industries, participant characteristics could also change
- Participants might commute outside of LWIA
- Economy might recover by time affected participants exit



## Example 2. Changing Grants, Changing Participants

- An LWIA has not typically seen many Dislocated Workers with disabilities or cultural barriers, but they are receiving grants specifically to serve these target populations.
- The Negotiation Tool doesn't show anything for these groups because the LWIA didn't have them in PY22.
- **What might our outcomes look like if target populations increased?**

# Example 2. How Would Earnings Change If Target Populations Increased?

Variable	Type	PY 2
Constant	-	
More than one barrier	Participant	
Education Bachelors or Higher	Participant	
Asian	Participant	
African American	Participant	
Trade, Transportation, and Utilities	Economic	
Unemployment Rate	Economic	
Education Less than HS	Participant	
Manufacturing	Economic	
Ages 18 - 24	Participant	
Cultural Barriers	Participant	
Returning Citizen	Participant	
Government	Economic	
Disability	Participant	
Ages 65+	Participant	
Veteran	Participant	
Educational and Health Services	Economic	
Ages 45-64	Participant	
Single Parent	Participant	
English Language Learner	Participant	
White	Participant	
Professional and Business Services	Economic	
Hispanic/Latino	Participant	
Low Skills or Literacy	Participant	
Low Income	Participant	
Female	Participant	



Variable	Type	PY 2022 Actual	Coefficient	Weighted Actual
African American	Participant	27.8%	\$1,954	\$544
Ages 18 - 24	Participant	4.3%	\$1,355	\$59
Ages 45-64	Participant	48.7%	-\$456	-\$222
Ages 65+	Participant	0.9%	-\$5,188 ↓	-\$45
Asian	Participant	4.3%	\$13,293 ↑	\$578
Cultural Barriers	Participant	0.0%	-\$9,330 ↓	\$0
Disability	Participant	0.9%	-\$3,189	-\$28
Education Bachelors or Higher	Participant	18.3%	\$4,777	\$872
Education Less than HS	Participant	10.4%	\$1,597	\$167
English Language Learner	Participant	3.5%	-\$9,772 ↓	-\$340

Multiply the Coefficients by new percentages.

Cultural Barriers:  $10\% * -\$9330 = -\$933$

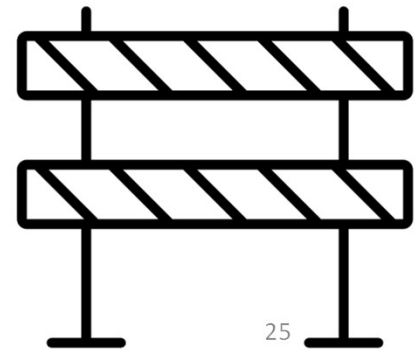
Disability:  $10.0\% * -3,189 = \$319$

**\$1,252 decrease expected,**  
assuming no other changes  
to participants or economy



## Example 3. Intersecting Barriers

- Negotiation Tool shows barriers individually, but they can overlap
  - Limited to what is available consistently for each LWIA
  - Some barriers might show up as positive due to clashing effects
  - *Is one coefficient overpowering another?*
- What other data can we discuss if the Simulated Performance seems high?



## Example 3. Intersecting Barriers

Variable	Type	PY2022 Actual
White	Participant	75.0%
Constant	-	100.0%
Low Income	Participant	88.5%
Female	Participant	42.3%
Youth Who Need Assistance	Participant	75.0%
Unemployment Rate	Economic	4.3%
African American	Participant	21.2%
Educational and Health Services	Economic	-2.2%
YouthParent	Participant	9.6%
Trade, Transportation, and Utilities	Economic	3.5%
Hispanic/Latino	Participant	1.9%
Returning Citizen	Participant	1.9%
Disability	Participant	7.7%
Asian	Participant	0.0%
Cultural Barriers	Participant	0.0%
Education Bachelors or Higher	Participant	0.0%
English Language Learner	Participant	0.0%
Foster Youth	Participant	0.0%
Veteran	Participant	0.0%
Ages Under 18	Participant	5.8%
Education Less than HS	Participant	9.6%
Single Parent	Participant	7.7%
Manufacturing	Economic	-2.0%
Unemployed at Entry	Participant	42.3%
Professional and Business Services	Economic	-6.1%
Government	Economic	6.0%
More than one barrier	Participant	73.1%

Variable	Type	PY2022 Actual	Coefficient	Weighted Actual
Constant	-	100.0%	0.241	24.1%
Low Income	Participant	88.5%	0.253	22.4%
White	Participant	75.0%	0.357	26.8%
Youth Who Need Assistance	Participant	75.0%	0.063	4.7%
More than one barrier	Participant	73.1%	-0.246	-18.0%
Female	Participant	42.3%	0.182	7.7%
Unemployed at Entry	Participant	42.3%	-0.076	-3.2%
African American	Participant	21.2%	0.144	3.0%
Education Less than HS	Participant	9.6%	-0.015	-0.1%
YouthParent	Participant	9.6%	0.148	1.4%
Disability	Participant	7.7%	0.032	0.2%
Single Parent	Participant	7.7%	-0.053	-0.4%

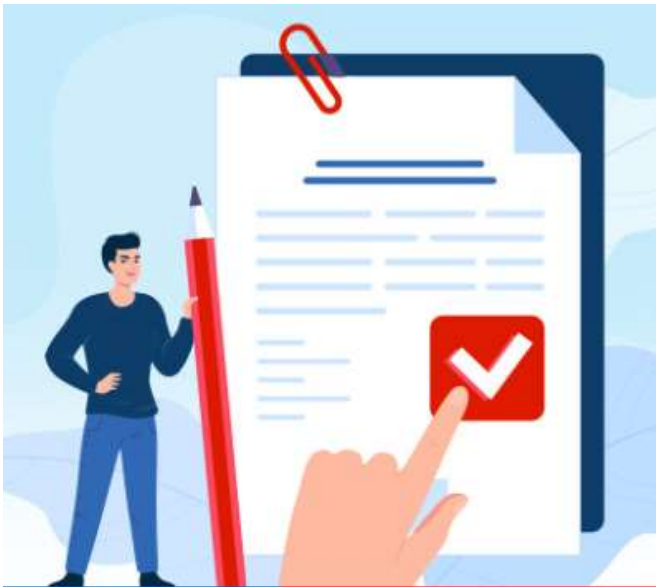
Most of LWIA is white and low income, but these have positive coefficients.  
 Most of LWIA has more than one barrier – negative coefficient.  
 40% are unemployed, % have low education.

**Do white, low-income participants have multiple barriers?  
 Is there a particular combination of barriers not reflected in the data?**

# Illinois PY24-25 Title IB Performance

Negotiated Levels of Performance			
Indicator	Title I Adult	Title I DW	Title I Youth
Employment Rate (or Education and/or Training) 2 <sup>nd</sup> Quarter After Exit	76.5% / 76.5%	79.5% / 79.5%	76.0% / 76.0%
Employment Rate (or Education and/or Training) 4 <sup>th</sup> Quarter after Exit	77.5% / 77.5%	80.0% / 80.0%	76.0% / 76.0%
Median Earnings	\$9,000 / \$9,000	\$11,800 / \$11,800	\$5,000 / \$5,000
Credential Attainment Rate 4 <sup>th</sup> Quarter after Exit	74.0% / 74.0%	73.0% / 74.0%	70.0% / 70.5%
Measurable Skill Gains	62.0% / 63.0%	62.0% / 63.0%	59.0% / 60.0%

# Local Performance Goals Proposal



- Submit PY 2024/2025 Expected Levels of Performance to OET
  - Attachment: Performance Goal Proposal Form
  - Due September 6, 2024
- Include supporting data and rationale with form to support the local proposals
- Historical data and information
- Past performance outcomes
- Data and information should be verifiable and replicable
- **Signed by LWIB Chair(s) and CEO(s)**
- Local Negotiation Call scheduled following submission and review of Proposals

# Submit Proposed Goals and Attachments to:



## Mark Burgess

Performance Manager

Office of Employment and Training

Illinois Department of Commerce and Economic Opportunity

[mark.a.burgess@Illinois.gov](mailto:mark.a.burgess@Illinois.gov)

Cc: Paula Barry: [paula.barry@illinois.gov](mailto:paula.barry@illinois.gov)

(c) 217.970.0061

# Local Performance Negotiation Calls

- Introductions and Identification of “spokesperson or lead” for teams
- Opening Conference
  - Overview of call
  - Permissible and impermissible data and information
- Local Proposed Goals to be Accepted by State
- Proposal and Counterproposal of each Local Goal not initially accepted by State
- Closing Conference
  - Acknowledge and agreement of each negotiated performance measure
- Confirmation Letter issued within 10 days by State to LWIB Chair and CEO





## Assessment of Successful Performance

Beginning with Program Year 2024, Assessment of the LWIB will be Conducted using Adjusted Levels of Performance

- The following Three Criteria will be Applied to Local Performance to Determine LWIB Success:
  - Individual Indicator Score – actual performance outcome for each indicator of performance divided by the adjusted level of performance for each Title IB program (Adult, Dislocated Worker and Youth),
  - Overall Program Score – the average of all five individual indicator scores being assessed for each Title IB Program (Adult, Dislocated Worker and Youth), and
  - Overall Indicator Score – the average of all three individual indicator scores for each indicator of performance across all Title IB Programs.



## Statistical Adjustment Model (SAM)

- Level the playing field by accounting for variation in characteristics of the participants being served
- Account for the differences in economies participants are being served in
- Appropriately adjust performance goals for local areas serving hard-to-serve populations and/or in economies facing more difficult labor market conditions.
- Objectively quantifies how and to what extent, each of these factors affect program performance outcomes
- Negotiate now, targets change later



# Successful Performance Outcomes

LWIBs will be considered to have successfully performed if they meet all the following criteria as outlined in WIOA Policy 3.6, Assessing Performance

- All Single Individual Indicator Scores are at least seventy percent (70%) of the adjusted level of performance,
- The Overall Program Score is at least ninety percent (90%) for all Title I programs, and
- The Overall Indicator Score is at least ninety percent (90%) for all Title I indicators of performance.
- Unsuccessful Occurs if any of the above criteria is not met.



# Successful Performance - Example

Example 1				
Indicator	Title I Adult	Title I DW	Title I Youth	Overall Indicator Score
Employment Rate (or Education and/or Training) 2 <sup>nd</sup> Quarter After Exit	99.6%	83.7%	98.5%	<b>93.9%</b>
Employment Rate (or Education and/or Training) 4 <sup>th</sup> Quarter after Exit	72.0%	99.2%	98.8%	<b>90.0%</b>
Median Earnings	98.2%	90.9%	97.9%	<b>95.7%</b>
Credential Attainment Rate 4 <sup>th</sup> Quarter after Exit	93.8%	89.5%	98.2%	<b>93.8%</b>
Measurable Skill Gains	89.1%	89.7%	98.7%	<b>92.5%</b>
<b>Overall Program Score</b>	<b>90.5%</b>	<b>90.6%</b>	<b>98.4%</b>	---

## Did Not Meet Performance - Example

Example 2				
Indicator	Title I Adult	Title I DW	Title I Youth	Overall Indicator Score
Employment Rate (or Education and/or Training) 2 <sup>nd</sup> Quarter After Exit	99.6%	83.7%	98.5%	93.9%
Employment Rate (or Education and/or Training) 4 <sup>th</sup> Quarter after Exit	63.2%	99.2%	98.8%	87.1%
Median Earnings	98.2%	90.9%	97.9%	95.7%
Credential Attainment Rate 4 <sup>th</sup> Quarter after Exit	93.8%	89.5%	98.2%	93.8%
Measurable Skill Gains	89.1%	89.7%	98.7%	92.5%
<b>Overall Program Score</b>	<b>88.8%</b>	<b>90.6%</b>	<b>98.4%</b>	---

## Did Not Meet Performance - Example

Example 3				
Indicator	Title I Adult	Title I DW	Title I Youth	Overall Indicator Score
Employment Rate (or Education and/or Training) 2 <sup>nd</sup> Quarter After Exit	99.6%	83.7%	98.5%	93.9%
Employment Rate (or Education and/or Training) 4 <sup>th</sup> Quarter after Exit	70.0%	99.2%	98.8%	89.3%
Median Earnings	98.2%	90.9%	97.9%	95.7%
Credential Attainment Rate 4 <sup>th</sup> Quarter after Exit	93.8%	89.5%	98.2%	93.8%
Measurable Skill Gains	89.1%	89.7%	98.7%	92.5%
<b>Overall Program Score</b>	90.1%	90.6%	98.4%	---



**thank you**