

WIOA TITLE IB QUARTERLY PERFORMANCE OFFICE HOURS



Illinois
Department of Commerce
& Economic Opportunity

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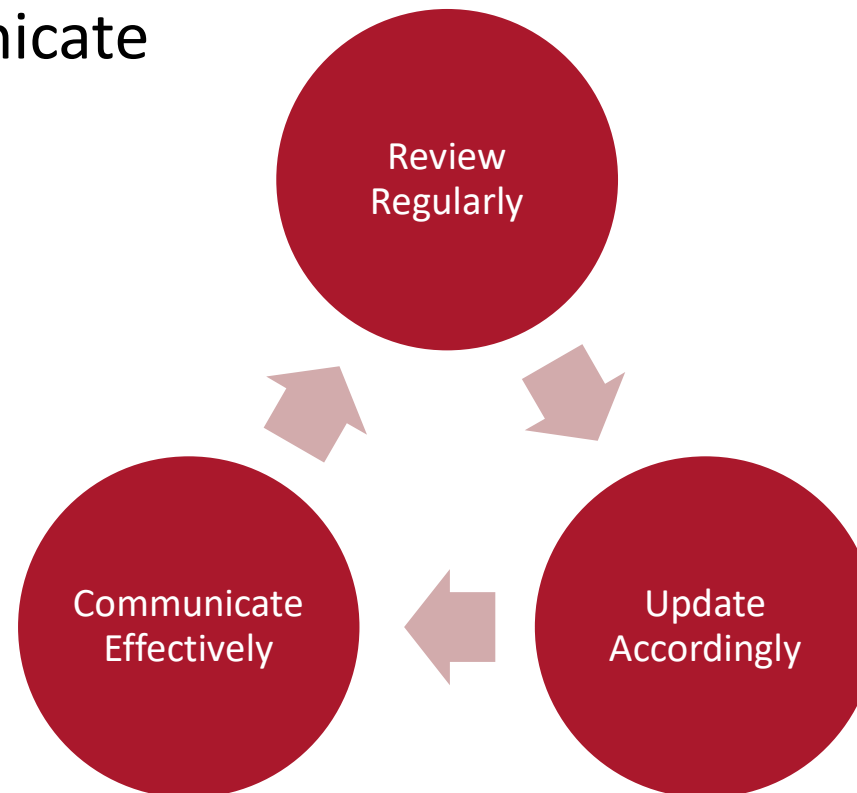
AGENDA

- Updates to WIOA Title IB Follow-Up Services
- Introduction of WIOA Reauthorization
- PY2024-2025 WIOA Local Performance Negotiations – Upcoming Calendar
- Questions

WIOA 2024 SUMMIT SESSION – FOLLOW-UP FOR IA/ID AND YOUTH

BP1

- Reminder: LWIBs local Follow-Up Policies
 - Must be developed and implemented
 - Review policies routinely
 - Crucial to update when needed
 - Communicate



Slide 4

BP0

[@Burgess, Mark] Thoughts - do if we have a minute do we want a poll here - I'll suggest poll questions on slide....

Barry, Paula, 2024-05-02T17:39:21.091

BM0 0

Yes, anytime we can have Polls it is good as it keeps people engaged and provides feedback of their knowledge prior to sharing information or after. I would recommend more than just Yes or No questions though but not totally against them.

Burgess, Mark, 2024-05-02T17:46:34.412

BP1

I asked Keirsten to develop a Poll. Have not heard as of Tuesday am.

Barry, Paula, 2024-05-07T14:43:42.911

BP2

[@Burgess, Mark] The follow-up recap slides are ready for you to format, add pics, etc. It starts on 11 - There are 10 total - but please note the 4 engagement strategies are included for reference. Along with the question on IA/ID - they will have all the other info on rules, definitions in the Summit PPT.

Thanks!

Barry, Paula, 2024-05-07T14:54:31.356

WIOA 2024 SUMMIT SESSION – FOLLOW-UP FOR IA/ID AND YOUTH

POLL – "Attention! - Local Follow Up Policies"

- Question: When it comes to Local Policy development on Follow-Up in my LWIA – I could say this is true:
 - **Select all that apply.**
 - Our Follow-Up Policy was updated since WIOA policy was released on June 18th, 2020.
 - Not aware of a local policy on Follow-Up in our area.
 - This is on our to-do List.
 - We regularly disseminate information on Follow-Up services to our staff and stakeholders.
 - We are planning technical assistance on follow-up services.

Slide 5

BPO

This is the Poll slide.

Barry, Paula, 2024-05-07T15:02:59.230

SHARE RECENT INSIGHTS ON FOLLOW-UP SERVICES

- Follow-Up period should begin for IA/ID at time of placement into unsubsidized employment.
 - This means during participation in WIOA career and/or training services; or
 - After services are complete, goals met, exit occurs in system.
- New Information: Follow-up *activities* and *services*. Timing and proper reporting is key.
 - Activities – IA/ID at employment, during participation, transition to exit – document via case notes only.
 - Services – IA/ID w/employment and exit date determined – document via a follow-up service start date and all subsequent case notes.

WIOA 2024 SUMMIT SESSION – FOLLOW-UP FOR IA/ID AND YOUTH

- Youth Follow-Up – allowable activities are also defined Youth Program Elements.
 - Learn to differentiate participation versus follow-up period
 - ISS - goals met and needs are key
- Clarified Unsubsidized Employment versus Subsidized
 - Unsubsidized employment refers to a job where the employer does not receive public funds to offset wages and employment costs.
 - When work-based learning opportunities result in unsubsidized employment, such as On-the-Job Training (OJT), the first day of unsubsidized employment is the day after the OJT is no longer subsidized by local area funds. BM1
 - Supplemental employment can be “Unsubsidized” BPO

Slide 7

BP0

[@Burgess, Mark] I just added this note since I told you it was final. Thanks!

Barry, Paula, 2024-05-07T21:44:26.159

BM0 0

This slide has a lot of unconnected information. Please consider separating anything not Youth Only so as not to confuse thinking unsubsidized employment applies only to Youth.

Also, "supplemental" should this have employment or wages after it to be clear in the message?

Burgess, Mark, 2024-05-08T12:18:57.081

BP0 1

[@Burgess, Mark] I was just pulling key pieces of information from the full presentation at the summit since we didn't want to re-do that. without the full PPT there is not time for many connected slides on just youth. Should i separate these bullets out? it would be just as fast to explain if they are broken out.

Barry, Paula, 2024-05-08T13:20:36.623

BM1

Is this how we had it in WIOA Summit as it is confusing? Getting information while not a Follow-Up Service could provide a benefit and could include engagement with the individual.

Burgess, Mark, 2024-05-08T12:20:33.128

WIOA 2024 SUMMIT SESSION – FOLLOW-UP FOR IA/ID AND YOUTH

- Follow-up Services are NOT:
 - Provided for IA/ID who don't gain unsubsidized employment
 - Performance tracking
 - Other methods that do not provide a benefit or service or engagement with individual.
- Note: It is important and essential to gather information for performance outcomes tracking (i.e.; credentials, employment, supplemental wages, O*Net Codes).
 - NOT allowable to document as “follow-up” in case notes.

WIOA 2024 IA/ID QUESTION

BPO

- Question:
In instances where an Adult or Dislocated Worker Participant **does not** obtain unsubsidized employment, is follow-up provided?



Slide 9

BP0

I just want to make sure this is shared since it is a new concept. In the past, we did not say FU should NOT be provided based on no employment. Now we are clarifying this.

Barry, Paula, 2024-05-07T14:48:35.603

BM0 0

We have indicated in recent TA that IA/ID is based on unsubsidized employment. This is why with Teresa's recent email saying otherwise, we are withholding stating anything different. Policy also states this.

Burgess, Mark, 2024-05-07T15:25:32.052

BP0 1

[@Burgess, Mark] I'm not following - should i remove this and associated info because of Teresas recent e-mail?

Barry, Paula, 2024-05-07T15:35:42.130

BM0 2

No, we are not shifting to Teresa's guidance yet or at least I thought that's what we discussed as we prepared for the WIOA Summit session. We are sticking to Follow-Up Services for IA/ID occur upon unsubsidized employment and not before. Our policy states this and we have indicated this in prior webinars and communication. This slide is consistent with that. All that we would currently allow prior to unsubsidized employment are follow-up "activities" such as calling to check on employment status or if a credential or other performance outcome has been met but not real follow-up "services".

Burgess, Mark, 2024-05-07T16:12:16.738

BP0 3

[@Burgess, Mark] Teresa responded with that conflicting e-mail before the summit. Check ins on employment or performance are also not follow-up activities. Follow-up activities are all of the actions defined under FU, it is just that they are done at employment before exit date has been determined, reported.

Barry, Paula, 2024-05-07T16:23:39.177

BM0 4

I don't agree with that, do we need to check with Lora. Follow-Up Services can occur before Program Exit for IA/ID, so why would those be considered follow-up activities?

Burgess, Mark, 2024-05-07T16:57:29.014

BP0 5

[@Burgess, Mark] we can add Lora. We used the terms activity versus services. Follow-up services can only be documented reported at the time exit is determined. Pre-exit participation employment related follow-up are activities. Tracking performance or other data is not follow-up.

Barry, Paula, 2024-05-07T20:01:30.290

BM1

I've separated this into two slides as Jim had at the WIOA Summit so the question can first be presented and allow the attendees to think about how they would respond and the answer then on the next slide.

Burgess, Mark, 2024-05-08T12:24:52.996

WIOA 2024 IA/ID QUESTION

- Question: In instances where an Adult or Dislocated Worker Participant **does not** obtain unsubsidized employment, is follow-up provided?
- Answer: **Follow-up Services are not allowed under WIOA when an Adult or Dislocated Worker does not obtain unsubsidized employment.**
- WIOA defines the different types of follow-up services allowed for IA/ID and they are generally tied to employment and the workplace. The types of services, engagement and benefits that can be provided for IA/ID in follow-up, as defined, don't apply to someone who is not employed.
- If the participant remains engaged and has not obtained unsubsidized employment, it's time to reevaluate the current Individual Employment Plan (IEP) and, where necessary, adjust the services, objectives and overall goal. In this instance, the participant's engagement is crucial. If the participant is no longer engaged, it's still important to reach out to see if they have obtained employment, but that is not considered follow-up.

STRATEGIES FOR ENGAGEMENT

DEEP DIVE INTO IA/ID FOLLOW-UP FOR CAREER PLANNING

Encourage dialogue that may identify need for Follow-Up Services

- Counseling individuals about the workplace
 - How are things going? Are you finding any challenges with your job? Are there areas of your job you would like to improve upon?
 - Are there any issues that might jeopardize your employment that you would like to discuss?
- Assisting individuals and employers in resolving work-related problems
 - Are you experiencing any work-related issues with co-workers or supervisors? If so, how have you handled the problem?
 - Have you had to approach your supervisor about issues you have experienced? Is your supervisor responsive to any issues that you bring to their attention?
 - Do you feel that you might benefit from crisis and stress management skills?
- Providing individuals with referrals to other community services.
 - Are there any resources you need to assist you in meeting your basic needs? Such as housing, transportation to work, and putting food on the table for your family.

Slide 11

BPO

Strategies for Engagementt Slides - information to take away will not explain in detail. Tell them we asked for feed back from everyone in the room - ideas, etc.(slides 13, 14, 15 and 16)

Barry, Paula, 2024-05-02T17:48:56.871

STRATEGIES FOR ENGAGEMENT

DEEP DIVE INTO IA/ID FOLLOW-UP FOR CAREER PLANNING

- Contacting individuals or employers to help secure better paying jobs, to provide additional career planning and counseling for the individual.
 - Employer – Does the individual have the ability to secure a promotion or better paying job? Will the individual/employee have the opportunity to secure a promotion or pay increase? If so, what skills, aptitudes, etc., do they need to obtain the promotion/better paying job?
 - Individual – Are you interested in securing a better paying job or promotion within your current company? Have you approached your supervisor about any opportunities they may have?
- Connecting individuals to peer support groups.
 - Would you benefit from joining or engaging in any peer support groups (single parents, coping skills for stress, women/men in non-traditional employment groups, etc.)? If so, which ones would you be interested in attending?
 - Are you interested in sharing your experiences and becoming an adult mentor to the youth in our program?

STRATEGIES FOR ENGAGEMENT

DEEP DIVE INTO YOUTH FOLLOW-UP FOR CAREER PLANNING

Encourage dialogue that may identify need for Follow-Up Services

- Supportive Services, if funding is available and the need for supportive services are supported in the Individual Service Strategy (ISS)
 - Are there any resources that will assist you in meeting your basic needs? Such as housing, transportation to work, and putting food on the table for your family
- Financial Literacy education
 - Are there any resources you need to assist you in meeting your financial goals (budgeting, opening a bank account)?
- Activities that help youth prepare for and transition to postsecondary education and training
 - Do you have everything that is needed for your education/training?
 - Would you like any information about additional educational or employment opportunities?

WIOA 2024 SUMMIT SESSION – FOLLOW-UP FOR IA/ID AND YOUTH

- Adult mentoring
 - Are you interested in hearing from an adult mentor about their employment/post-secondary experiences and what support helped them succeed?
- Services that provide labor market and employment information (LMI) about in-demand industry sectors or occupations available in the Local Area, such as career awareness, career counseling, and career exploration services
 - Do you wish to move further in your career? If so, we can provide you with information about additional educational opportunities and career pathways (Labor Market Information).
- Other services necessary to ensure the success of the youth in employment and/or postsecondary education.
 - How are things going at work/school? Are you excited or happy to come to work/school/job?
 - Are there any issues that may jeopardize your continued work/school/job?

WIOA 2024 SUMMIT SESSION – FOLLOW-UP FOR IA/ID AND YOUTH

Supportive Services cannot be provided in association with follow-up services for WIOA Adult and Dislocated Worker participants; however, they can be provided for WIOA Youth.

- Does your local area allow supportive services for Youth during follow-up?
- Should WIOA reauthorization allow supportive services for Adults and Dislocated Workers in follow-up, would your local area embrace this and provide those services?
- Would local areas be reluctant to provide those services due to funding restrictions, and why?
- Are there any other issues or challenges you see in providing such services?

Slide 15

BPO

This slide will be an opportunity for them to provide feedback on their local policies and the opportunity for providing more for IA/ID in employment related post-exit follow-up - like more support utilizing actual funds/vouchers...transportation for example.

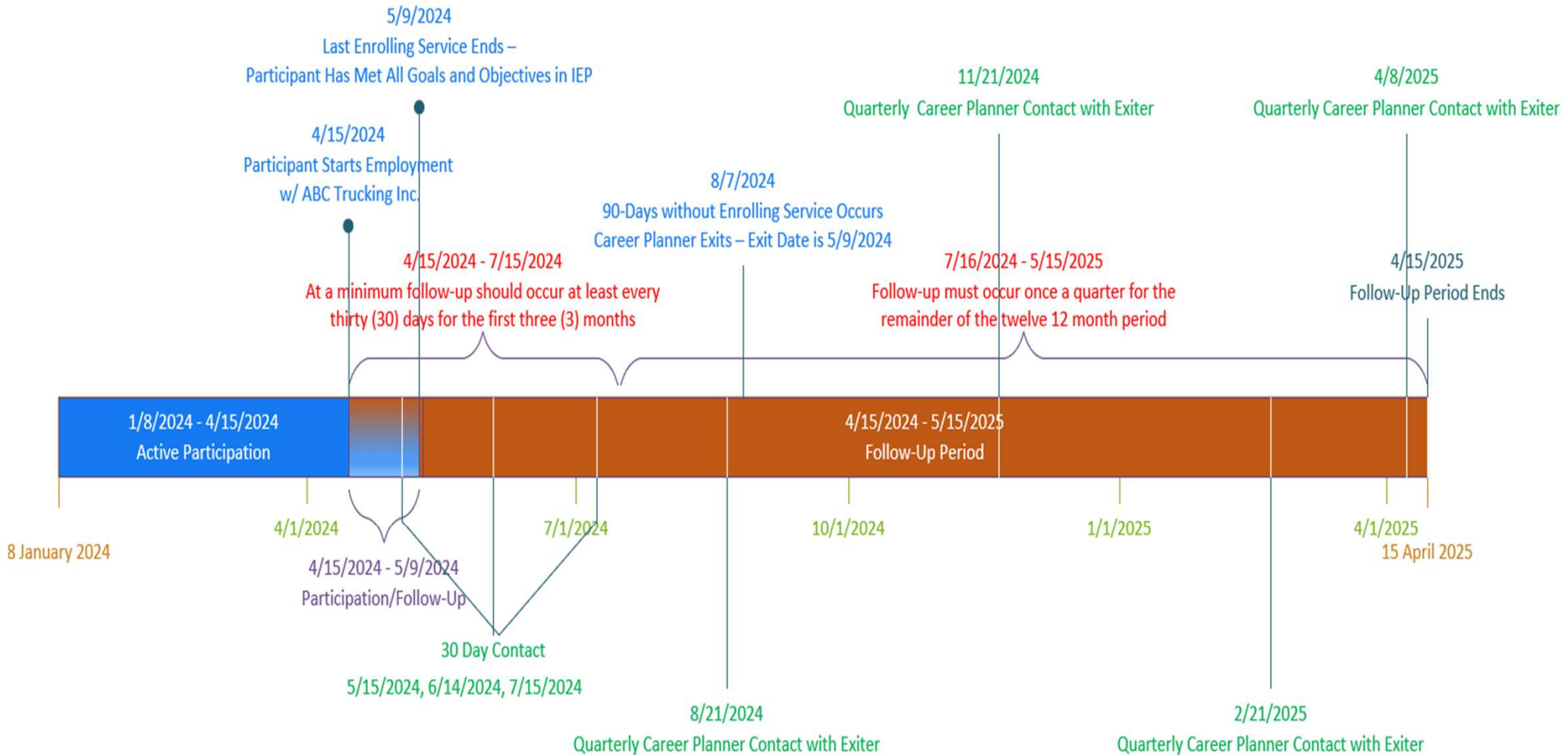
Barry, Paula, 2024-05-07T14:51:08.074

BM0 0

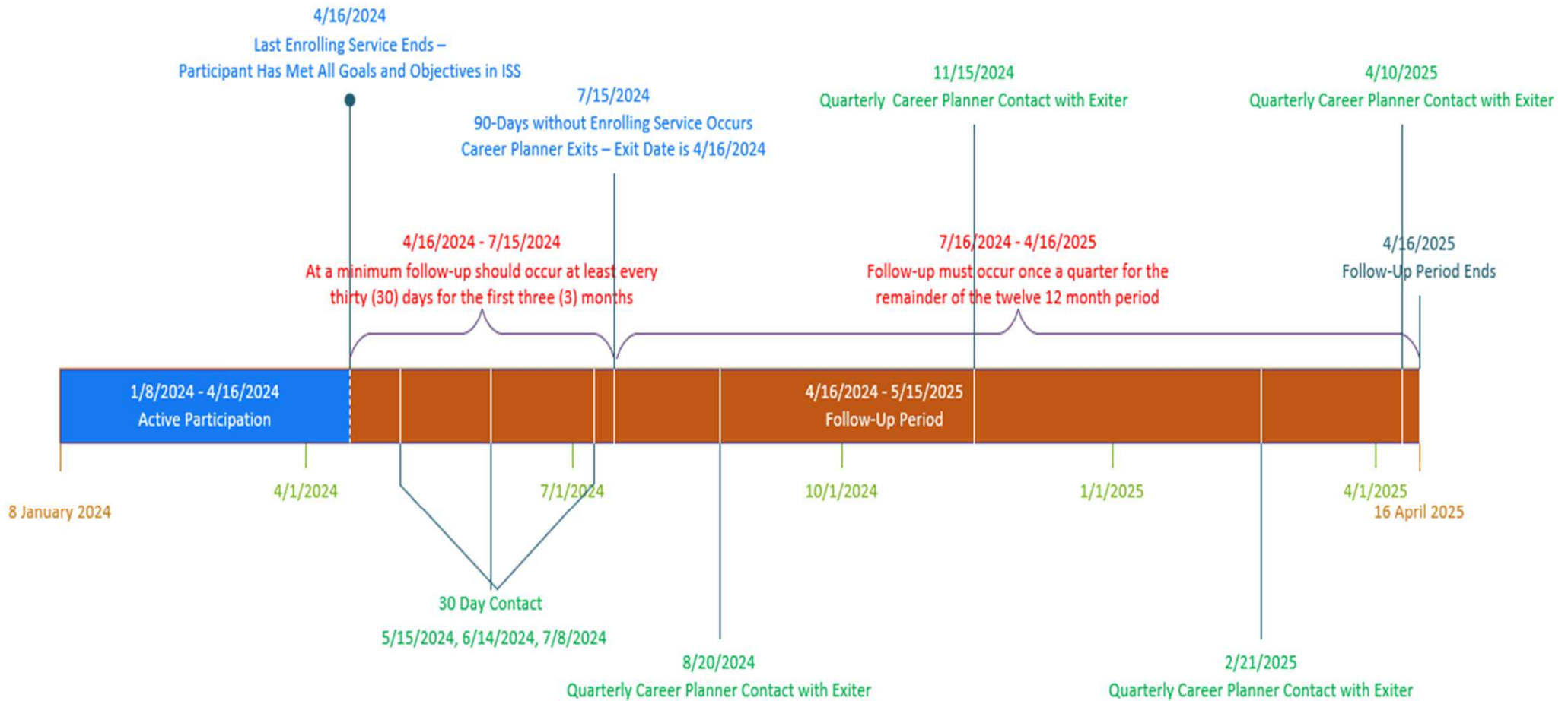
Okay, ensure they are provided ample opportunity to respond to each of these questions either in Chat or Audio.

Burgess, Mark, 2024-05-07T15:27:31.573

IA/ID FOLLOW-UP TIMELINE



IY FOLLOW-UP TIMELINE





WIOA REAUTHORIZATION

A STRONGER WORKFORCE FOR AMERICA ACT

WIOA TITLE IB PERFORMANCE



Illinois
Department of Commerce
& Economic Opportunity



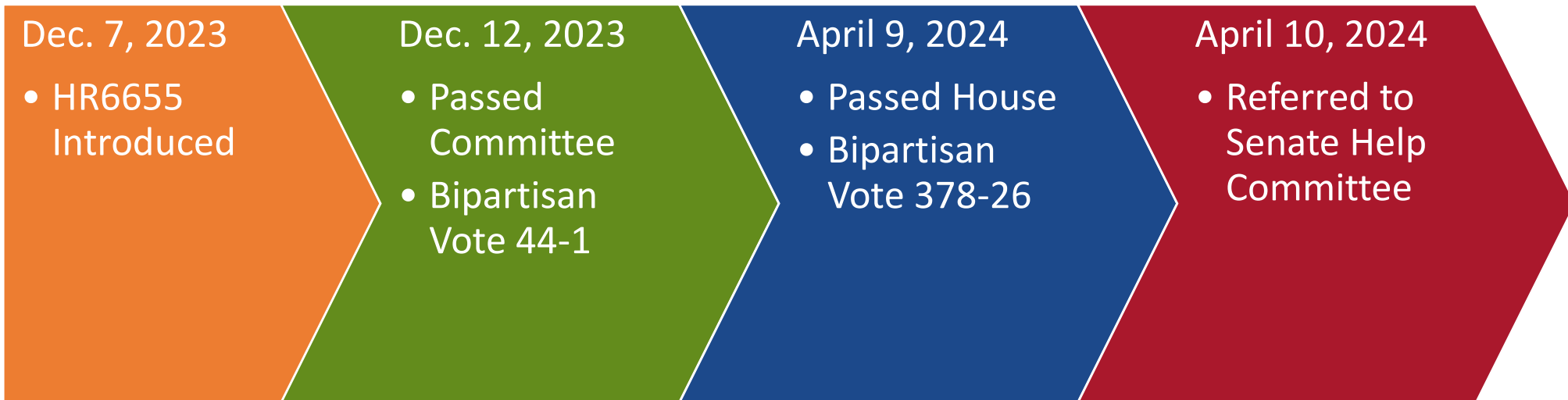
HIGH LEVEL OVERVIEW ON PERFORMANCE IMPACT OF REAUTHORIZATION

- Introduction
- Legislative Timeline
- Key Performance Changes



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LEGISLATIVE TIMELINE



Senate Health, Education, Labor and Pensions (HELP) Committee staff are actively discussing a Senate version of the bill. They anticipate that a Senate WIOA Reauthorization bill will be introduced as soon as June or, at the latest, early August (before Congress' August recess).

KEY PERFORMANCE CHANGES



PERFORMANCE ACCOUNTABILITY SYSTEM SEC. 119 (WIOA SEC. 116)

- Performance indicators will be updated to evaluate better program success, including a measure of workforce retention
- Increased emphasis on employer-led training models (revised effectiveness in serving employers and adds indicator for work experiences)
- Alters process for proposing expected levels of performance for each primary indicator of performance
- States will be able to streamline the eligible training provider list, by aligning the application process across providers, establishing conditional criteria for new programs, and creating employer-sponsored programs

Slide 21

BPO

[@Burgess, Mark] So we don't mention ASWA or whatever the new name is to them - I can't remember if Lisa did or not - we just call it WIOA Reauth until its new name is official?

Barry, Paula, 2024-05-02T18:09:02.424

BMO 0

I have the new name on the Title Page but with no acronym. However, as stated in Slide 3, the Senate is considering a different bill but we don't have any details including what they may call their bill.

Burgess, Mark, 2024-05-02T18:18:12.547

GENERAL PROVISIONS & SYSTEM ALIGNMENT – DEFINITIONS

- Section 101. New or Revised Definitions related to Performance and Evaluations
 - Employer-Directed Skills Development – NEW customized training
 - Opportunity Youth – replaces Out-of-School Youth
 - Justice-Involved Individual – replaces Offender
 - Co-Enrollment – simultaneous enrollment in more than one of the programs or activities carried out by a one-stop partner
 - Evidence-Based – an activity, service, strategy or intervention that (A) demonstrates a statistically significant effect on improving participant outcomes or other relevant outcomes and (B) demonstrates a rationale based on high-quality research findings or positive evaluation and ongoing efforts to examine the effects
 - Work-Based Learning – defined in Carl D. Perkins Career and Technical Education Act

PERFORMANCE METRICS SIDE-BY-SIDE

WIOA

- ✓ % in unsubsidized employment 4th quarter after exit
- ✓ Percentage of participants who obtain a recognized postsecondary credential, secondary
- ✓ school diploma or equivalent during participation or within 1 year after program exit
- ✓ ESE is retention with same employer

New Proposed Metrics

- ✓ % in unsubsidized employment 2nd quarter after exit who remain employed 4th quarter after exit
- ✓ Alters the time period to within 6 months after the quarter a participant enters into a program for the measurement of the percentage of program participants who are in education that leads to a recognized postsecondary credential or employment and achieving skills gains
- ✓ ESE is % who completed OJT, “employer-directed skills development, IWT, or RAP
- ✓ Adds % in paid/unpaid work experience

PERFORMANCE NEGOTIATIONS SIDE-BY-SIDE

WIOA

- ✓ Departments provide negotiation tool as one of factors to consider in negotiations
- ✓ States propose expected levels of performance in State Plan every two years using four factors: comparison of performance levels to other states, use a statistical adjustment model developed negotiation tool, promote continuous improvement, and account for assisting Departments in meeting their GPRA¹ goals
- ✓ USDOL Regional Office and States enter into discussions to negotiate levels of performance

New Proposed Metrics

- ✓ Departments propose levels of performance sharing statistical models and methodology used
- ✓ States evaluate and respond to proposals with acceptance or submit counterproposal including analysis of state's unique circumstances
- ✓ Adds foster status, education level, high grade level completed, and low-income status to list of factors states must account for in response

¹ Government Performance and Results Act of 1993 (GPRA) (section 116(b)(3)(A)(v)(IV) of WIOA)

PERFORMANCE REPORTS SIDE-BY-SIDE

WIOA

- ✓ State and Local Boards must publish performance reports annually
- ✓ Report on levels of performance and include multiple other reporting criteria produced in the Workforce Integrated Performance System (WIPS) reports
- ✓ State make performance reports available in easily understandable format, including electronically
- ✓ Local reports to include all State reporting criteria and to include percentage of local allocation spent on administration
- ✓ ETP required to submit performance information to states

New Proposed Metrics

- ✓ State and Local Boards must publish performance reports annually with new criteria
- ✓ Adds Median Earnings Gains calculated as the difference between median earnings metric and median participant earnings in 2nd quarter prior to enrollment
- ✓ Requires reports to be digitally **BPO**able using more transparent and accessible formats
- ✓ Local reports also to include allocation spent on ITA or training contracts and supportive services
- ✓ States required to produce performance reports of ETP
- ✓ ETP reports to include disaggregated credential data

Slide 25

BPO

[@Burgess, Mark] Note: Lisa was asked a question about this from Anne Hogan. I think it landed on it would be the same but this looks different... this looks like a Pre-and Post wage median comparison if they authorize.

Barry, Paula, 2024-05-03T14:33:18.157

BM0 0

Yes, that is what this is. It would be a reported-only metric to show ROI, not a new sanctionable metric.

Burgess, Mark, 2024-05-08T13:03:54.970

PERFORMANCE SUCCESS SIDE-BY-SIDE

WIOA

- ✓ States must report timely and accurately
- ✓ States required to meet 50% of adjusted levels of performance for all individual indicators
- ✓ States required to meet an average of 90% of levels of performance across indicators for a single program or an average of 90% for a single indicator across all programs
- ✓ Failure to report or meet adjusted levels as outlined may result in Technical Assistance

- ✓ Failure to report or meet the same adjusted level for a 2nd consecutive year may result in up to 10% governor's funding reduction
- ✓ Local boards required to meet state determined levels of performance
 - ✓ Unsuccessful results in Technical Assistance
 - ✓ 2nd consecutive year requires PIP

- ✓ 3rd consecutive year may result in LWIB reorganization, prohibit use of ETP and One-Stop partners underachieving, or other actions

New Proposed Sanctions

- ✓ States must report timely and accurately
- ✓ States required to meet 80% of adjusted levels of performance for all individual indicators
- ✓ States required to meet an average of 90% of levels of performance across indicators for a single program or an average of 90% for a single indicator across all programs
- ✓ Failure to report or meet adjusted levels as outlined may result in Technical Assistance and PIP
- ✓ Failure to report or meet the same adjusted level for a 2nd consecutive year may result in up to 10% governor's funding reduction
- ✓ Local boards required to meet 80% of adjusted levels of performance for individual indicators, 90% of levels across indicators for a single program and single indicator across all programs
 - ✓ Unsuccessful results in Technical Assistance
 - ✓ 2nd consecutive year results in 5% reduction in funds
 - ✓ 3rd consecutive year may result in LWIB reorganization, prohibit use of ETP and One-Stop Partners underachieving or redesignation of LWIA

PY2024-2025 LOCAL PERFORMANCE NEGOTIATIONS

- Development of a Predictive Local Negotiation Tool
 - Using the Statistical Adjustment Model for Local Negotiations
 - 2024 WIOA Summit – April 24-25, 2024
 - NIU provided an overview of the DRAFT Local Negotiation Tool
 - Continue development of Tool following SAM Technical Advisory Working Group meeting – May 2, 2024
- State Negotiations with USDOL, Region 5 (June 7, 2024)
- Local PY24-25 Negotiation Tool (Released July 2024)
- WIOA Policy and Guidance Revisions (June/July 2024)
- Technical Assistance on Negotiations (July/Aug. 2024)
- Expected Levels Submitted by LWIB (Aug. 2024)
- WIOA Title IB Quarterly Performance Office Hours (Aug. 21, 2024)
- Local Negotiations Occur between LWIB and OET (Aug./Sept. 2024)

NEXT WIOA TITLE IB QUARTERLY PERFORMANCE OFFICE HOURS

Wednesday, August 21, 2024

Local Performance Negotiations
New/Updated Policy
New/Updated USDOL Guidance
Other?





QUESTION?

