

Texas Workforce Commission

**WIOA COMBINED STATE PLAN
APPENDIX 8**

PERFORMANCE GOALS FOR THE CORE PROGRAMS

TWC'S ASSUMPTIONS IN DEVELOPING APPENDIX 8 FOR THE TWC PY16-PY19 STATE PLAN

Many key concepts associated with performance accountability are still in draft form. Absent the benefit of more complete guidance, TWC made the following assumptions in its analysis and data preparation work. If any of TWC's assumptions are proven inconsistent with the final regulations/guidance provided by the Departments, TWC reserves the right to revisit any and all projections and proposals contained within the appendix.

- 1) General Concepts
- 2) Participants – TWC used the definition proposed in the Notices of Proposed Rulemaking issued on April 16, 2015 (NPRM), which meant excluding self-service only Title III job seekers (no other TWC job seekers were self-service only). However, a number of NPRM commenters (including TWC) objected to the exclusion of self-service only customers from the Participant definition. If the definition is modified, TWC will have to propose different targets for Title III. In addition, converting historic Adult Education & Family Literacy Act (AEFLA) data has proven difficult in combining contact hours across program years and TWC continues to work with this data.
- 3) Exit – TWC used the “pre-WIOA” definition of exit as relates to self-service preventing exit even though the NPRM proposed a different definition. The NPRM proposed that a Period of Participation not be extended by self-service (such as when a staff-assisted customer continues to utilize the system through self-service). TWC objected to this proposal, as did other commenters, because it means that participants following a plan developed by staff, but doing so via self-service does not extend the Period of Participation and starts the measurement period while the person was still in service. This proved entirely too complicated to implement via an ad hoc process within the time frame allowed which led TWC to utilize the pre-WIOA exit definition. Depending on the final definition of exit, TWC will need to revisit the Title I and Title III proposals. In addition, TWC continues to work on the AEFLA exit calculations relating to crossing PYs and will likely need to revisit these proposals as well.
- 4) Common Periods of Participation – The NPRM requested feedback on whether “Common Periods of Participation” should be used in WIOA reporting across all six WIOA programs. However, the Department of Labor indicated that it intends to use Common Periods of Participation for its programs, even if the final regulations do not provide for common periods of participation that would also include AEFLA and Vocational Rehabilitation (VR) programs. Although TWC anticipates implementing universal, integrated Periods of Participation eventually, if permitted, it was not possible to produce data that used this model within the time frame allowed. As such, TWC applied common Periods of Participation across all programs except AEFLA and VR in developing the data for the appendix.
- 5) Measure Definition/Calculation Issues – Most of the measure definitions proposed by the Departments in the Joint Performance Reporting Information Collection Request (JPRICR)

were complete and appeared to conform to the statutory definitions. However, there were exceptions that impacted TWC's work in developing data for the appendix.

- a. **Credential Rate** – The proposed specifications within the JPRICR contained a conflict between different components of the guidance which made it impossible to follow the specifications in determining who was in the denominator. In the absence of clear guidance, TWC assumed that the denominators contained only those Participants who were enrolled in education or training intended to result in a recognized degree or certificate (and thus had a reasonable chance to be in the numerator). This allowed TWC to submit target proposals for the Title I Adult, Dislocated Worker, and Youth populations.
 - b. **Measurable Skills Gain** – Department of Education staff have informed states that guidance on how to propose AEFLA targets for Measurable Skills Gains will be issued imminently. TWC will insert target proposals in accordance with this guidance when it becomes available.
- 6) **Performance Periods** – The Departments did not propose performance periods for the WIOA measures so TWC assumed the periods would largely match the pre-WIOA performance periods, but “lagged” by one additional quarter, since WIOA measures focus primarily on the 2nd and 4th quarters after exit rather than the 1st and 3rd quarters. The following table shows the periods assumed for each measure:

Measure	Baseline From	Baseline To	P Y 16 From	P Y 16 To	P Y 17 From	P Y 17 To
Employed Quarter 2 after Exit and Median Earnings in Quarter 2 after Exit	2014Q3	2015Q2	2015Q3	2016Q2	2016Q3	2017Q2
Employed Quarter 4 after Exit and Credential Rate	2014Q1	2014Q4	2015Q1	2015Q4	2016Q1	2016Q4
Measureable Skills Gain	2015Q3	2016Q2	2016Q3	2017Q2	2017Q3	2018Q2

7) Other Issues –

- a. Program Changes – TWC was not able to assess the impact of recent and coming policy and program changes. This particularly involves the impact of the new WIOA requirement to spend 15% of federal vocational rehabilitative program grant funding on Pre-Employment Transition Services. It is not clear whether all students with disabilities receiving these services will be considered participants and thus be included in performance. If so, TWC will need to reconsider some of the targets proposed for Rehabilitative Services.
- b. Casemix & Economic Changes – WIOA provides for the use of statistical models to help address the impact of changes in the participants being served and changes in the local economy. Because these models have not yet been built by the Departments, TWC was unable to account for these changes. The proposals were set based on the assumption that Texas’ economy would remain strong.

Employment (2nd Qtr after Exit)

Population	P Y 16 / F Y 17 Proposed/ Expected Level	P Y 16 / F Y 17 Negotiated/ Adjusted Level	P Y 17 / F Y 18 Proposed/ Expected Level	P Y 17 / F Y 18 Negotiated/ Adjusted Level
Adults	74%		74.5%	
Dislocated Workers	80.5%		81%	
Youth (Education or Employment)	74.5%		75%	
Wagner-Peyser / Labor Exchange	69%		69.5%	
Adult Education	Baseline		Baseline	
Vocational Rehabilitation	Baseline		Baseline	

Employment (4th Qtr after Exit)

Population	P Y 16 / F Y 17 Proposed/ Expected Level	P Y 16 / F Y 17 Negotiated/ Adjusted Level	P Y 17 / F Y 18 Proposed/ Expected Level	P Y 17 / F Y 18 Negotiated/ Adjusted Level
Adults	70.5%		71.5%	
Dislocated Workers	79%		79.5%	
Youth(Educatio n or Employment)	69.5%		70%	
Wagner-Peyser / Labor Exchange	68.5%		69%	
Adult Education	Baseline		Baseline	
Vocational Rehabilitation	Baseline		Baseline	

Median Earnings (2nd Qtr after Exit)

Population	P Y 16 / F Y 17 Proposed/ Expected Level	P Y 16 / F Y 17 Negotiated/ Adjusted Level	P Y 17 / F Y 18 Proposed/ Expected Level	P Y 17 / F Y 18 Negotiated/ Adjusted Level
Adults	\$4250		\$4300	
Dislocated Workers	\$7250		\$7300	
Youth	\$2650		\$2700	
Wagner-Peyser / Labor Exchange	\$4850		\$4900	
Adult Education	\$4050		\$4100	
Vocational Rehabilitation	Baseline		Baseline	

Credential Attainment Rate

Population	P Y 16 / F Y 17 Proposed/ Expected Level	P Y 16 / F Y 17 Negotiated/ Adjusted Level	P Y 17 / F Y 18 Proposed/ Expected Level	P Y 17 / F Y 18 Negotiated/ Adjusted Level
Adults	72.5%		73%	
Dislocated Workers	76.5%		77%	
Youth	64.5%		65%	
Wagner-Peyser / Labor Exchange	NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE
Adult Education	Baseline		Baseline	
Vocational Rehabilitation	Baseline		Baseline	

Measureable Skill Gains

Population	P Y 16 / F Y 17 Proposed/ Expected Level	P Y 16 / F Y 17 Negotiated/ Adjusted Level	P Y 17 / F Y 18 Proposed/ Expected Level	P Y 17 / F Y 18 Negotiated/ Adjusted Level
Adults	Baseline		Baseline	
Dislocated Workers	Baseline		Baseline	
Youth	Baseline		Baseline	
Wagner-Peyser / Labor Exchange	NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE	NOT APPLICABLE
Adult Education				
Vocational Rehabilitation	Baseline		Baseline	

Effectiveness in Serving Employers

Population	P Y 16 / F Y 17 Proposed/ Expected Level	P Y 16 / F Y 17 Negotiated/ Adjusted Level	P Y 17 / F Y 18 Proposed/ Expected Level	P Y 17 / F Y 18 Negotiated/ Adjusted Level
Adults	Baseline		Baseline	
Dislocated Workers	Baseline		Baseline	
Youth	Baseline		Baseline	
Wagner-Peyser / Labor Exchange	Baseline		Baseline	
Adult Education	Baseline		Baseline	
Vocational Rehabilitation	Baseline		Baseline	