



WIOA *Blueprint*



Performance and Accountability

Workforce Innovation and Opportunity Act (WIOA)

February 12, 2015

Today's Presenter

New Jersey Department of Labor and Workforce Development



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Performance and Accountability Work Group

Webinar Goals

- Vision and Opportunities for New Jersey with WIOA
- Summary and Impact of Performance Components of WIOA Legislation
- Potential Areas of Discussion for Performance Workgroup
- WIOA Timelines and Resources
- Opportunities for Stakeholder Input and Engagement
- Webinar Input and Feedback Opportunity

Vision and Opportunities for NJ

LWD-SETC Priorities

Reemployment

Reducing the amount of time that people are unemployed

Opportunity

Increasing the number of individuals who are on a path to economic opportunity

Alignment

Increasing the number of individuals with an industry-valued post-secondary degree or credential

Accountability

Ensuring all workforce investments are efficient and effective

Reemployment

Meeting Jobseekers
Where They Are

Opportunity

Equipping the
Workforce
for Employment

Alignment

Driving Investments
Based on
Industry Needs

Accountability

Increasing System
Accountability

WIOA Performance and Accountability: *Key Elements*

- Section 116: Performance Accountability System
- Section 122: Eligible Providers of Training Services



Section 116 - Performance Accountability System: *WIOA Changes*

- “Primary indicators of performance” apply across all four programs:
 - Title I: WIA;
 - Title II: Adult Education and Literacy;
 - Title III: Wagner-Peyser; and
 - Title IV: Vocational Rehabilitation
- New Measures:
 - Credential Rate
 - In-Progress Skills Gain
 - Effectiveness of Services to Employers
- Employment measures lagged to 2nd and 4th quarter after exit:
 - WIA: 1st and 3rd
 - 4th quarter employment measure *is not* retention
- Earnings measure changed:
 - From average to median;
 - Is now a measure for all Exiters employed in 2nd quarter after exit

Section 116 - Performance Accountability System: *Additional WIOA Changes*

- Performance reports for State, local areas and eligible training providers must be publicly available
- In addition to measures, States will be required to report:
 - Average cost-per-participant receiving career and training services
 - Average cost-per-participant who received training services disaggregated by type-of-entity providing the training
 - Number of participants who exited from career and training services
- Performance measures will take effect in July 2016

Section 116 - Performance Accountability System:

Work Group Priorities

- Review new performance measures to identify potential issues, including recording and reporting information
- Make recommendations for system of measuring training provider performance
- Make recommendations about state performance measures (balanced scorecard metrics), including whether they be the primary state measures
- Review proxy WIOA calculations, where and whenever possible
 - Explore effect if performance were measured by the WIOA primary indicators?

Section 116 - Performance and Accountability System: *Work Group Considerations*

- Given there is a more significant lag to the WIOA primary indicators, should LWD-SETC recommend development of “real time” measures to provide important, early information about future outcomes?
- Explore if and how the new measures could potentially impact the work of other, key Work Groups such as One-Stop Operations
- Examine whether current reporting systems are capable of meeting the needs of WIOA, and if deficiencies are found, develop recommendations (short and long-term solutions)

Section 122 – Eligible Providers of Training Services

WIOA Changes

Performance Reporting

- Largely consistent with state law; however, WIOA:
- Alters the wage and employment outcome measurement timeframe from 6 months after graduation to second and fourth quarter following graduation
- Requires public display of results

Initial Eligibility

- Adds provider approval criteria emphasizing labor and local demand credentials.
- Notes state compliance reporting should not be “unduly burdensome or costly to providers”
- Initial eligibility is good for one year

The background of the slide is a blue architectural drawing, likely a floor plan, showing various rooms, corridors, and structural elements with dimensions and labels.

Section 122 – Eligible Providers of Training Services

WIOA Continued Approval

- All programs must be evaluated and re-approved every two years
- Violations are to be punished:
 - With ineligibility for “a period of time that is not less than 2 years”; and
 - Repayment of public funds
 - Violations are described as: “Intentionally supplying inaccurate information” and “Substantial violations”
- Adds Apprenticeship programs
- Calls for reciprocity agreements between states

- ## Section 122 – Eligible Providers of Training Services: *Work Group Considerations*
- Evaluation period after initial eligibility:
 - What if programs extend longer than prescribed evaluation criteria allow?
 - On-the-job training, customized training, apprenticeship:
 - What are the implications of new sections related to training?
 - Skill gained criteria:
 - How is this defined?
 - How would it be measured and reported?

Construct for NJ WIOA

Implementation Phases

Phase 1: Developing a WIOA Blueprint

December 2014 – June 2015

Preparing implementation of WIOA provisions taking effect July 1, 2015

Phase 2: Developing WIOA Plan

July 2015 – June 2016

Preparing for full implementation of WIOA on July 1, 2016

WIOA Timeline

New Jersey Blueprint

- **December 2014:** Key Theme Work Groups formed
- **January 2015:** Work Groups begin Strategic Planning Sessions
- **January 2015:** NJ WIOA Blueprint Website Launch
- **Feb 2015:** NJ WIOA Work Group Host Webinars
- **March/April 2015:** NJ WIOA Blueprint Conference
- **Spring 2015:** US DOL *Draft* Rules/Regulations released
- **April 2015:** Work Groups report progress to SETC Committees
- **June 2015:** WIOA Blueprint presented to full SETC
- **July 2015:** Most WIOA provisions take effect

Performance Work Group: *Deliverables*

Identify Key Areas for Action:

- By March 1st, 2015, identify areas that must be acted upon by July 1, 2015

Contribute to WIOA Blueprint Report:

- Frame key areas for action and provide current status
- Present strategies to address key areas requiring policy or programmatic changes
- Outline key areas for discussion if consensus has not been achieved
- Summarize actions taken to arrive at conclusions:
 - Include pros/cons and resources needed; and
 - Provide quantifiable data, where appropriate

WIOA: Stakeholder Input

Webinars and WIOA website

<http://lwd.dol.state.nj.us/labor/wioa>

- Website will serve as a single source of information and resources for WIOA implementation
- Stakeholders will be able to submit feedback through the website
- LWD staff will maintain the website in partnership with the SETC

WIOA: Stakeholder Input

WIOA Blueprint Implementation Conference

WIOA Blueprint Conference: April 1, 2015

Pre-Conference Working Sessions: March 31, 2015

- State and national experts will provide a broader perspective for participants
- LWD and SETC will provide an overview of existing efforts, priorities and accomplishments
- Breakout sessions will be held on key WIOA components to obtain feedback in smaller group settings

NJ WIOA Resources

NJ WIOA Website: <http://lwd.dol.state.nj.us/labor/wioa>

NJ WIOA Blueprint Conference: March 31-April 1

NJ WIOA Project Office: Janet Dunigan, WIOA Project Manager
609-292-2101; Janet.Dunigan@dol.state.nj.us

SETC Website: www.njsetc.net; Home Page link to WIOA Resources

SETC Office: 609-633-0605

WIOA Webinar Input and Feedback

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Webinars are being recorded and will be made available on the WIOA website

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Thank You