

WIOA Performance Measures – Adult and Dislocated Worker

Source: WIOA Manual

Under Section 116(b)(2)(A) of the WIOA, there are six primary indicators of performance. The following WIOA performance measures are the criteria used to evaluate attainment of the MWA (and state) performance:

Employment Rate – 2nd Quarter after Exit:

The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.

Employment Rate – 4th Quarter after Exit:

The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.

Median Earnings – 2nd Quarter after Exit:

The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

Credential Attainment:

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 post-secondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within four quarters 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 within four quarters after exit or is enrolled in an education or training program leading to a recognized post-secondary credential within 365 days of exit from the program.

Measurable Skill Gains

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized post-secondary 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. Depending on the type of education or training program, documented progress is defined as one of the following:

- Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the post-secondary education level.

- Documented attainment of a secondary school diploma or its recognized equivalent.
- Secondary or post-secondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the state's unit academic standards.
- Satisfactory or better progress report towards established milestones, such as completion of OJT or completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training.
- Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

Effectiveness in Serving Employers

The WIOA (Section 116(b)(2)(A)(i)(VI)) requires the Departments of Labor and Education to jointly 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 – addresses the programs' efforts to provide employers with skilled workers.
- Approach 2 – Repeat Business Customers – addresses the program's efforts to provide quality engagement and services to employers and sectors and establish productive relationships with employers and sectors over extended periods of time, and
- Approach 3 – Employer Penetration Rate – addresses the programs' efforts to provide quality engagement and services to all employers and sectors within a state and local economy.