

Workforce Snapshot

Focus Area: WIA Performance



VIRGINIA WORKFORCE COUNCIL

JANUARY 7, 2011

Outline



- History of Virginia Performance
 - USDOL performance targets
 - VA actual performance
- Expected impact of common measures
- Next steps

WIA Performance Background



- Performance measured through three programs: adult, dislocated worker and youth
- Originally 17 measures across programs
- Beginning July 1, 2010 performance metrics changed to 6 common measures
- Common measures encouraged by federal agencies to allow comparisons across programs
- Factors influencing performance:
 - ARRA funds (measured separately)
 - Increased caseloads at one-stops
 - Local variation (population, operations, partnerships, external funding, economic conditions, etc.)

WIA 17 Core Measures

Adult and Dislocated Worker

- Entered Employment Rate
- Employment Retention
- Average Earnings
- Employment & Credential Rate*

Overall

- Participant satisfaction*
- Employer satisfaction*

*excluded in common measures

Older Youth (19-21)

- Entered employment rate*
- Employment retention*
- Earnings gain/change*
- Credential Rate*

Younger Youth (14-18)

- Skill attainment rate*
- High school diploma or equivalent rate*
- Retention rate*

Common Measures



Adult and Dislocated Worker

- Entered Employment Rate
- Employment Retention
- Average Earnings

Youth Measures

- Placement in employment or education
- Attainment of a degree or certificate
- Literacy and numeracy gains

State Measures of Focus:

- Credential Attainment
- Customer/Employer Satisfaction

Adult/Dislocated Worker Performance

PY 2007-PY 2009



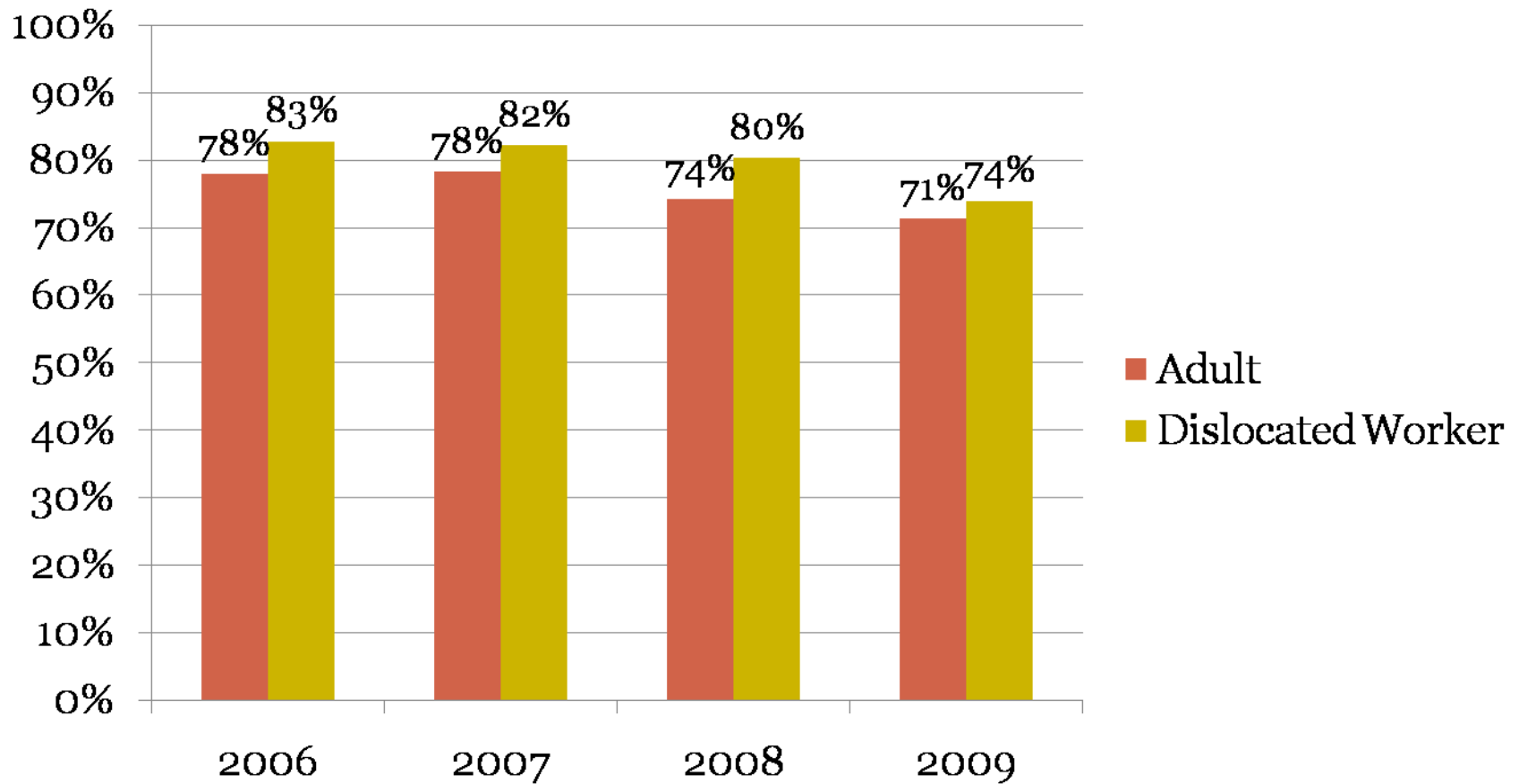
Measure	PY 2007	PY 2008	PY 2009
Entered Employment			
Adult			
Dislocated Worker			
Employment Retention			
Adult			
Dislocated Worker			
Average Earnings			
Adult			
Dislocated Worker			

Did not meet

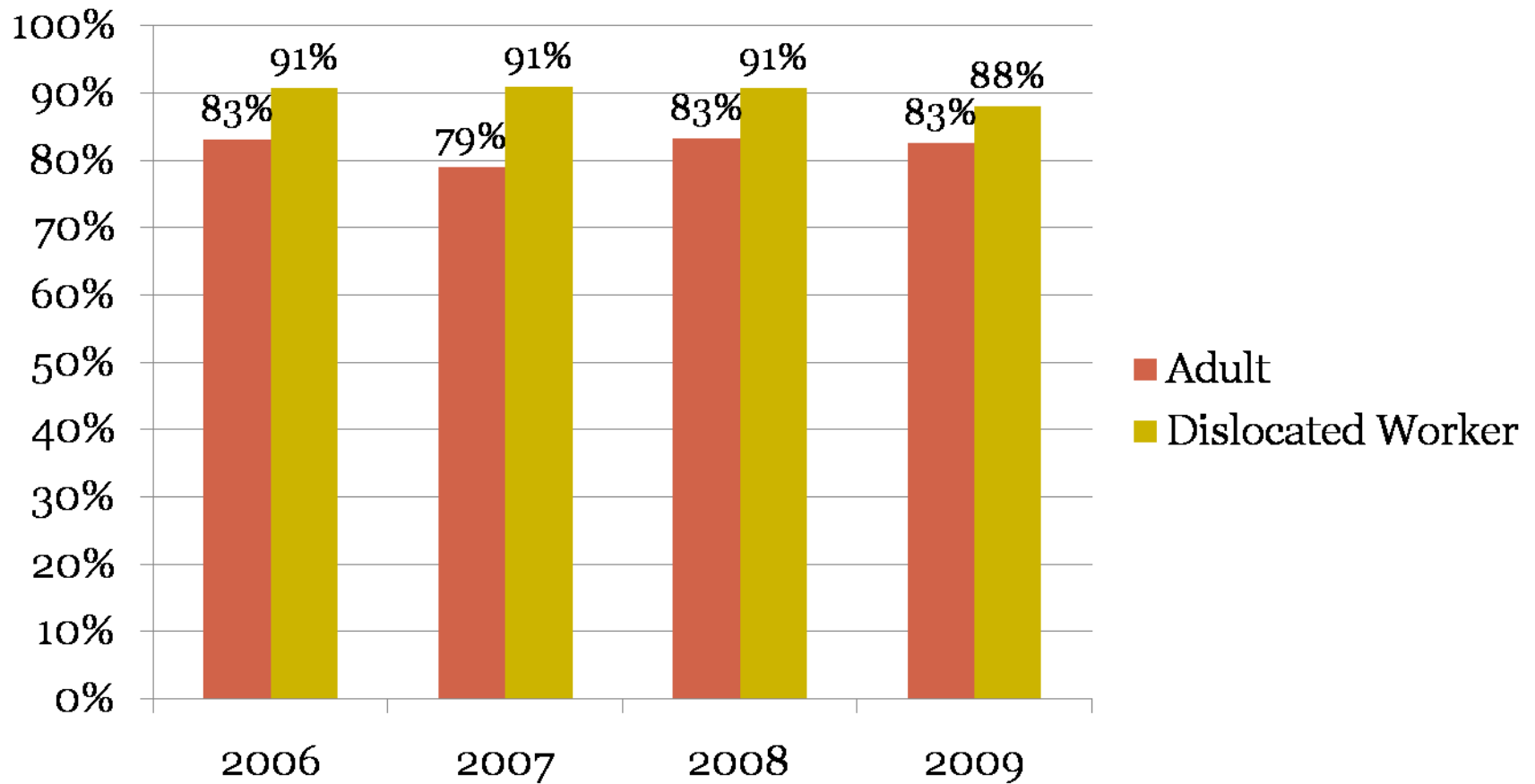
Met 80%-99% threshold

Met or exceeded target

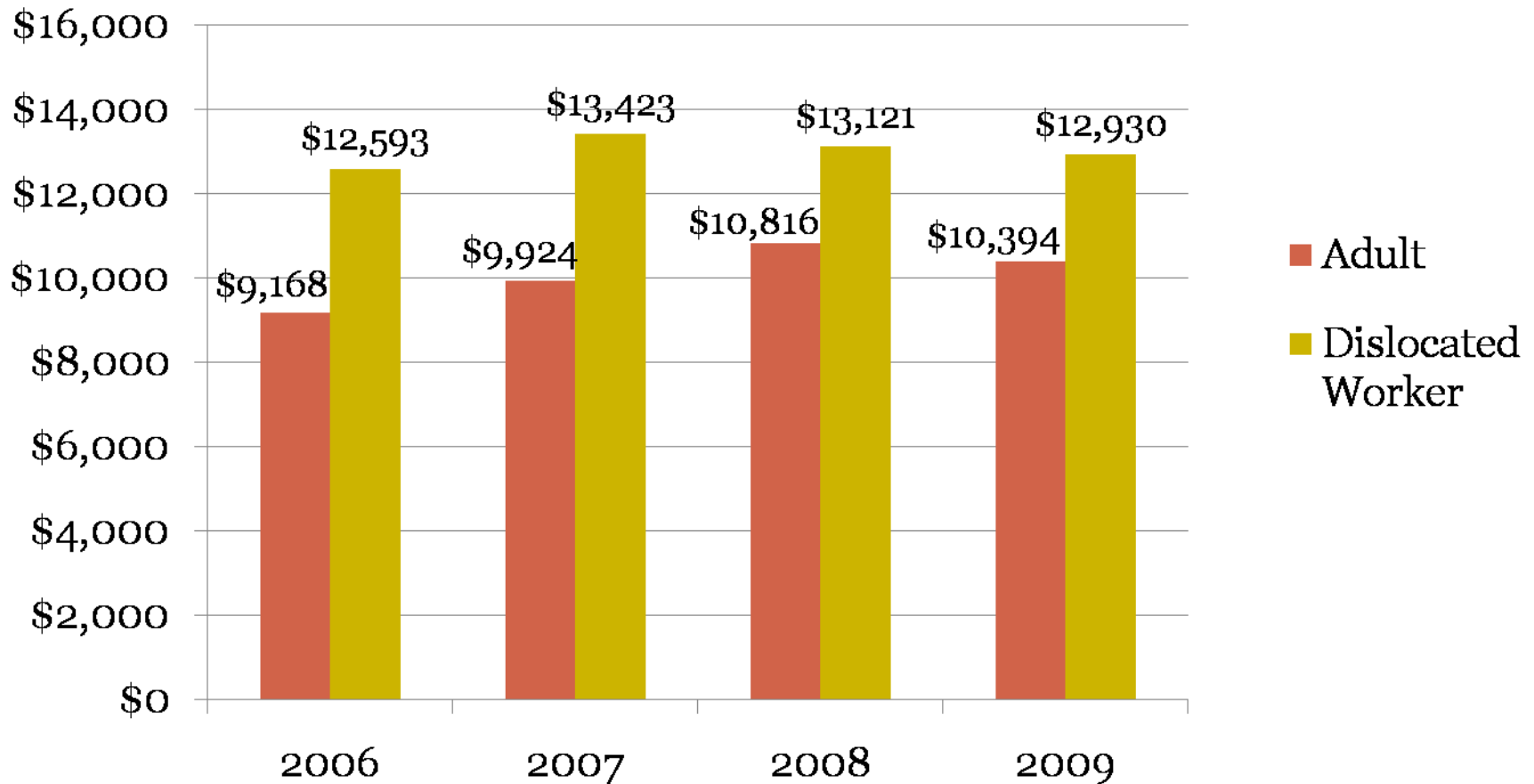
Entered Employment Rate



Employment Retention



Average Quarterly Earnings



Employment and Credential Rates PY 2007-PY 2009



	PY 2007	PY 2008	PY 2009
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Employment and Credential Rates

Adult			
Dislocated Worker			

	PY 2007	PY 2008	PY 2009
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Employment and Credential Rates

Adult	66.9%	54.9%	53.2%
Dislocated Worker	65.0%	58.6%	58.6%

Did not meet
 Met 80%-99% threshold
 Met or exceeded target

























Adult and Dislocated Worker Areas of Focus for PY 2010-2011



- **Improve average quarterly earnings rate**
 - While average earnings did not decrease at the same rate as other measures, VA ranks among the bottom 10 states in average earnings
 - Goals to increase average earnings encourage program operators to explore options to increase educational goals through degree or credential attainment to improve overall earnings and move towards self-sufficiency

Youth Performance

PY 2007-PY 2009

Measure	PY 2007	PY 2008	PY 2009
Older Youth			
Entered employment			
Employment retention			
Earnings gain/change			
Credential rate			
Younger Youth			
Skill attainment rate			
High school diploma/ equivalent rate			
Retention rate			
 Did not meet  Met 80%-99% threshold  Met or exceeded target			

Youth Measures Performance with Common Measures in Coming Year



- Significant changes in youth measures from core to common
- Requires a fundamental shift in how youth providers operate and the target populations they serve
 - Movement is from employment to education/credential focus
 - Measures are mainly on older youth
 - Changes in structure will take time to influence performance
- Key challenge in coming year is providing literacy and numeracy services to out-of-school youth who are basic skills deficient
 - Impacts the literacy/numeracy metric in common measures







Youth Areas of Focus for PY 2010-2011



- Have youth program providers develop a comprehensive service delivery process that aligns with new performance metrics
- Identify innovative approaches to service delivery for participants
- Increase understanding of the measures in order to set realistic program goals related to enrollments and service delivery
- Track participant's progress more frequently with planned milestones


Customer Satisfaction PY 2007-PY 2009



	PY 2007	PY 2008	PY 2009
Customer Satisfaction			
Participants			
Employers			

	PY 2007	PY 2008	PY 2009
Customer Satisfaction			
Participants	75.0%	74.1%	72.5%
Employers	77.0%	70.8%	75.5%

 Did not meet

 Met 80%-99% threshold

 Met or exceeded target

Local Area Performance and Next Steps



- Local Area Performance is available on the VCCS website under the Workforce Services tab/Virginia Workforce Network/Virginia Workforce Council section
https://bi.cao.virginia.gov/VCCS_WIA/rdPage.aspx
- State staff plan to work with WIBs in the coming year to:
 - Identify and implement program strategies to improve performance
 - Identify methods to use data to drive performance
- Staff will identify if policy recommendations are needed to improve performance for Workforce Council consideration

Questions/Comments



Wendy Kang

Director Workforce Research and Evaluation

wkang@vccs.edu

804/819-4781