

Organizational Effectiveness (OE) Committee

ALAMEDA COUNTY

WORKFORCE DEVELOPMENT BOARD



III. PRESENTATION

Understanding Workforce Innovation and Opportunity Act (WIOA) Performance For Adults, Dislocated Workers, and Youth

February 2, 2022

WIOA PERFORMANCE



US Department of Labor



Local Area Performance

45 Local Areas
in California



Contract Performance

WIOA Adult &
Dislocated Worker
Service Providers

WIOA Youth and
Young Adult
Service Providers

WIOA PERFORMANCE



Local Area Performance

Program Year (PY) 2021/2022

PY 2020/2021 & 2021/2022 Approved Performance Goals				
Adult/Dislocated Worker Measures	Adults	Dislocated Workers	Youth	Youth Measures
Employment Rate @ 2 nd Quarter Post Exit	67.0%	73.0%	62.3%*	Employment/Education Rate @ 2 nd Quarter Post Exit
Employment Rate @ 4 th Quarter Post Exit	67.0%	71.0%	65.0%*	Employment/Education Rate @ 4 th Quarter Post Exit
Median Earnings @ 2 nd Quarter Post Exit	\$6,800	\$9,000	\$3,100	Median Earnings
Credential Attainment by 4 th Quarter Post Exit	61.7%	60.0%	54.1%	Credential Attainment by 4 th Quarter Post Exit
Measurable Skill Gains	32.0%	40.0%	43.0%	Measurable Skill Gains

***Youth Placement** = Placement in employment, education, advanced training, or the military

Local Area Performance Goals are negotiated biennially with the California Workforce Development Board

WIOA PERFORMANCE

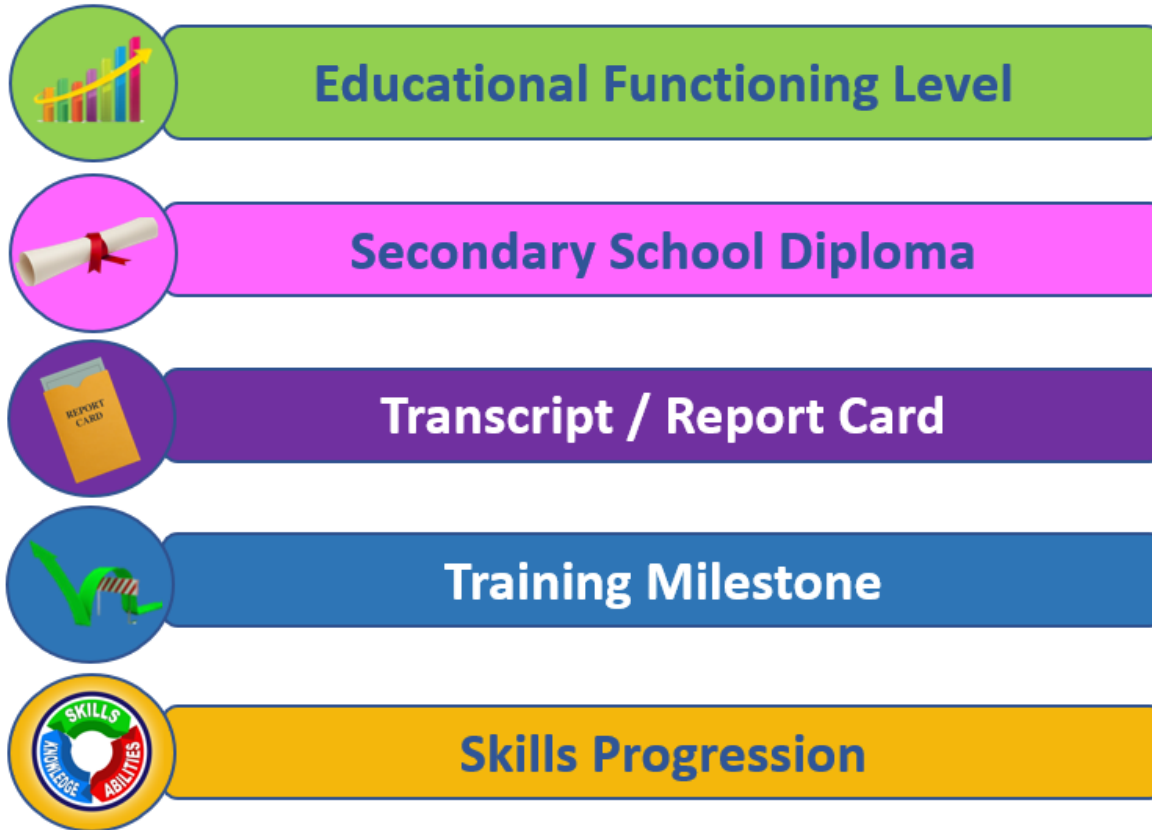
Local Area Performance

Measure	Explanation	Where	When
Employment Rate (Ad/DW)	Of participants who exited WIOA services, the percentage who are employed during the quarter	EDD Base Wage Record	Captured at the 2 nd and 4 th quarters post-exit
Youth Placement Rate	Of participants who exited WIOA services, the percentage who entered employment, education, advanced training or military service.	CalJOBS End-User Data Entry	Captured at the 2 nd and 4 th quarters post-exit
Median Earnings	Of participants who are employed during the quarter, the median quarterly earnings	EDD Base Wage Record	Captured at the 2 nd quarter post-exit
Credential Attainment	Of participants enrolled in training activities during WIOA participation, the percentage of those who attained industry-recognized credentials	CalJOBS End-User Data Entry	Captured anytime during participation – and through the end of the 4 th quarter post-exit
Measurable Skill Gains	Of participants enrolled in education or training programs during WIOA participation, the percentage of those who documented progress toward credential attainment or employment	CalJOBS End-User Data Entry	Captured anytime during participation

WIOA PERFORMANCE

Local Area Performance

Measurable Skill Gains

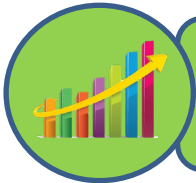


In order to count, all of these outcomes must be captured in the CalJOBS system.

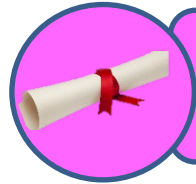
WIOA PERFORMANCE

Local Area Performance

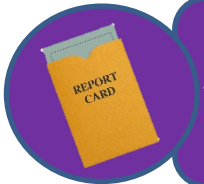
Measurable Skill Gains



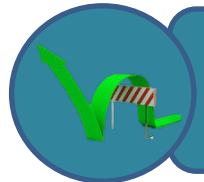
Documented achievement of at least one **Educational Functioning Level (EFL)** for a participant whose test scores placed them below the 9th grade level.



Documented attainment of a **secondary school diploma** or its recognized equivalent.



Documentation of a **transcript or report card** for secondary or post-secondary ed for one semester – showing that the participant is meeting the State unit's academic standards.



A satisfactory or better progress report towards established **training milestones** from an employer or training provider (e.g. completion of OJT or one year of a registered apprenticeship program, etc.)



Successful passage of an exam that is required for a particular occupation, OR progress in attaining technical or occupational **skills progression** as demonstrated through a trade-related benchmark.

WIOA PERFORMANCE



California State Requirement

- ❑ Every program year, Local Areas are required to spend an amount equal to 30% of their WIOA Adult and Dislocated Worker funding on training.
- ❑ Of this 30% training expenditure requirement, up to 10% may be dollars leveraged through other sources for training funds

Example:

Annual Funding WIOA Adult & Dislocated Worker Funds	\$3,000,000	Total Annual Allocation for WIOA Adults + Dislocated Workers
30% Training Expenditure Requirement	\$900,000	\$900,000 must be spent on training during the PY
10% Allowable Leverage	\$300,000	\$300,000 may be leveraged from other sources
Balance Must be spent from WIOA \$\$	\$600,000	\$600,000 must be set aside for training

What does ACWDB Performance Look Like?

- ❑ The pages that follow represent Contract and Local Area Performance charts and graphs as they are presently published for committee and board packets.

WIOA PERFORMANCE

Local Area Performance & Goals

	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
Performance Attainments	Current Total			Current Total			Current Total		
SUMMARY INFORMATION									
Total Exitters	117			135			148		
Total Participants Served	37	100%		173	100%		212	100%	
BARRIERS TO EMPLOYMENT (Priority Populations)	Current Total	% of Total Served		Current Total	% of Total Served		Current Total	% of Total Served	
Eligible Veterans	0	0%		4	2%		4	2%	
Individuals with a Disability	10	27%		39	23%		9	4%	
Low-income individuals	35	95%		97	56%		108	51%	
Justice Involved	1	3%		14	8%		4	2%	
Homeless individuals or runaway youth	5	14%		10	6%		5	2%	
Current or former foster care youth	1	3%		0	0%		0	0%	
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	14	38%		15	9%		4	2%	
Single parents (Including single pregnant women)	0	0%		37	21%		39	18%	
CORE INDICATORS OF PERFORMANCE	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ①	71.4%	62.3%	114.6%	46.6%	67.0%	69.6%	59.1%	73.0%	81.0%
Placement Rate @ 4th Quarter Post Exit ①	49.0%	65.0%	75.4%	48.2%	67.0%	71.9%	62.2%	71.0%	87.6%
Median Earnings @ 2nd Quarter Post Exit	\$4,046.54	\$3,100.00	130.5%	\$7,813.78	\$6,800.00	114.9%	\$13,711.12	\$9,000.00	152.3%
Credential Rate	58.8%	54.1%	108.7%	84.2%	61.7%	136.5%	59.5%	60.0%	99.2%
Measurable Skill Gains	6.9%	43.0%	16.0%	7.0%	32.0%	21.9%	0.0%	40.0%	0.0%

WIOA PERFORMANCE

Local Area Performance Goals

CORE INDICATORS OF PERFORMANCE	In-School & Out-of-School Youth			WIOA Adults			Dislocated Workers		
	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal	Total Current Period	PY 20/21 Goals	% of Goal
Placement Rate 2nd Quarter Post Exit ①	71.4%	62.3%	114.6%	46.6%	67.0%	69.6%	59.1%	73.0%	81.0%
Placement Rate @ 4th Quarter Post Exit ①	49.0%	65.0%	75.4%	48.2%	67.0%	71.9%	62.2%	71.0%	87.6%
Median Earnings @ 2nd Quarter Post Exit	\$4,046.54	\$3,100.00	130.5%	\$7,813.78	\$6,800.00	114.9%	\$13,711.12	\$9,000.00	152.3%
Credential Rate	58.8%	54.1%	108.7%	84.2%	61.7%	136.5%	59.5%	60.0%	99.2%
Measurable Skill Gains	6.9%	43.0%	16.0%	7.0%	32.0%	21.9%	0.0%	40.0%	0.0%

WIOA PERFORMANCE

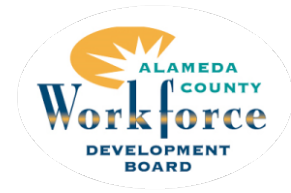


Contract Performance PY21/22

WIOA Adult and Dislocated Worker Programs

Measure	Eden AJCC (WCE)		Career Services Collaborative (CSC) North Cities, Tri-Cities, Valley	
	<i>Ad</i>	<i>DW</i>	<i>WIOA Adults</i>	<i>Dislocated Workers</i>
New Enrollments	87	113	136	178
Training Obligations	\$99,497	\$117,565	\$155,624	\$183,883
OJTs	8		12	
Placements @ Exit (% of closed cases)	75% of closed cases			
Placements in ISOF (% of placements)	55% of participants reporting job placement at closure			
% of Trng Enr in ISOF	75% of all training enrollments			
% of Credential Attain ^③	65% of all training enrollments			
% of MSG Attainment ^④	42% of all training enrollments			

WIOA PERFORMANCE



Contract Performance PY21/22

WIOA Adult and Dislocated Worker Programs

PY 2021/2022 contracts dictate that CSPs achieve 80% of annual goals by 12/31/2021; and 100% of annual goals by 3/31/2022.

Measure	PY 21/22 Goal	Cumulative total to achieve by the end of each month:											
		Jul	Aug	Sep	Oct	Nov	Dec ^①	Jan	Feb	Mar ^②	Apr	May	Jun
New Enrollments	Adults	87					70			87	87	87	87
	Dis Wkrs	113					90			113	113	113	113
Training Obligations	Adults	\$ 99,497					\$ 79,598			\$ 99,497	\$ 99,497	\$ 99,497	\$ 99,497
	Dis Wkrs	\$ 117,565					\$ 94,052			\$ 117,565	\$ 117,565	\$ 117,565	\$ 117,565
OJTs	Ad & DW	8					6			8	8	8	8
Placements @ Exit (75% of Closed Cases)	Adults	75%								75%	75%	75%	75%
	Dis Wkrs	75%								75%	75%	75%	75%
Placements in ISOF (50% of placements)	Adults	55%								55%	55%	55%	55%
	Dis Wkrs	55%								55%	55%	55%	55%
% of Trng Enr in ISOF	Ad & DW	75%								75%	75%	75%	75%
% of Credential Attain ^③	Ad & DW	65%								65%	65%	65%	65%
% of MSG Attainment ^④	Ad & DW	42%								42%	42%	42%	42%

① 80% of annual goals must be achieved before December 31, 2021 and must be reported in CalJOBS prior to the data entry deadline for 2nd Quarter reporting.

② 100% of annual goals must be achieved before March 31, 2022 and must be reported in CalJOBS prior to the data entry deadline for 3rd Quarter reporting.

③ Percentage of participants enrolled in training, who have exited and reported credential attainment in CalJOBS prior to the data entry deadline for each reporting quarter.

④ Percentage of participants enrolled in training, who have exited and reported Measurable Skill Gains in CalJOBS prior to the data entry deadline for each reporting quarter.

WIOA PERFORMANCE

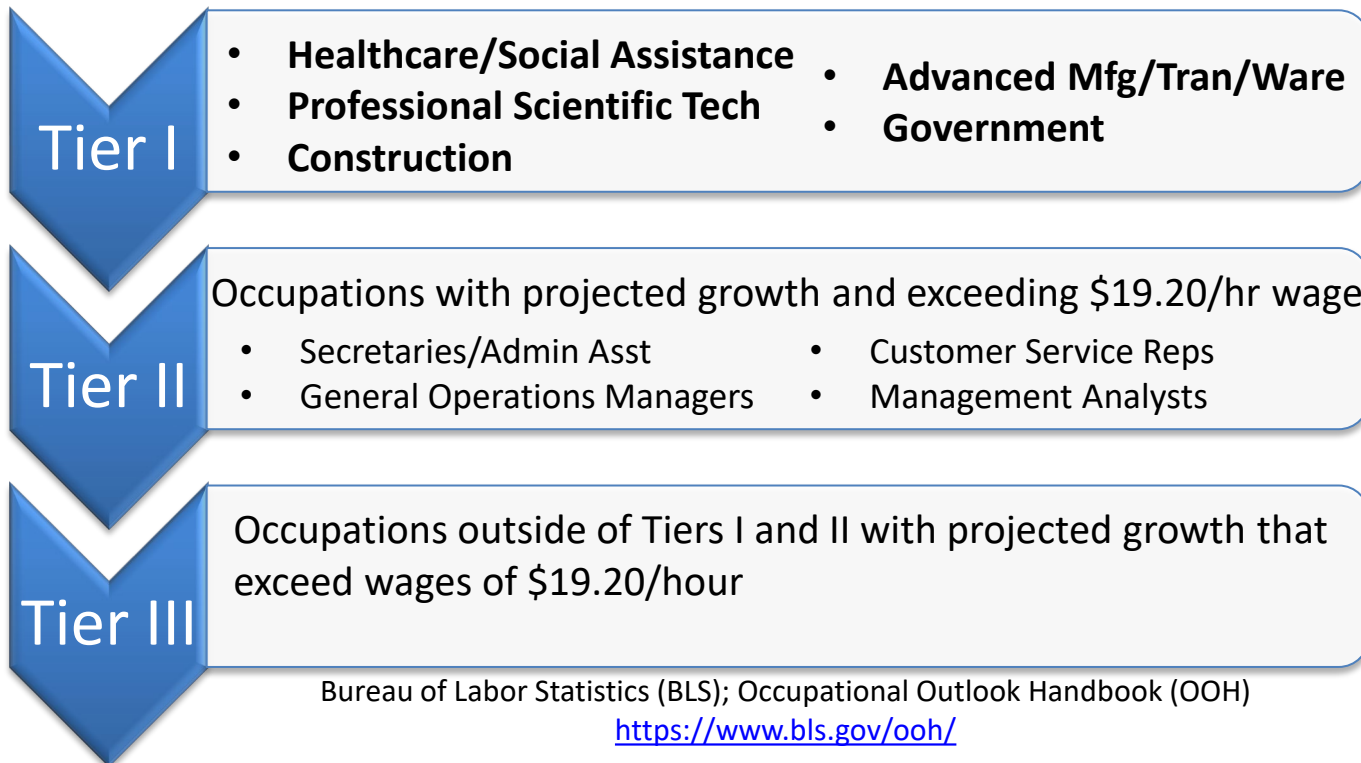


Contract Performance PY21/22

Industry Sector and Occupational Framework

ISOF

Developed by Latoya Reed



WIOA PERFORMANCE

Contract Performance PY20/21

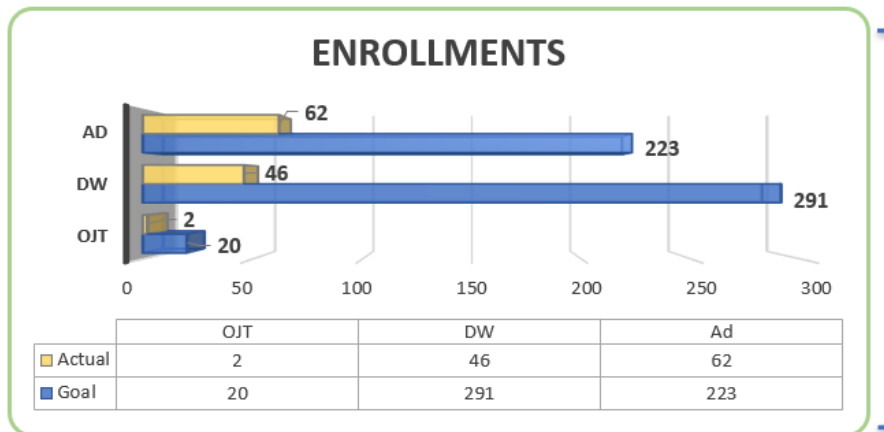
WIOA Adult & Dislocated Worker Programs

PERFORMANCE MEASURES	FUND SOURCE:		ADULT			DISLOCATED WORKER		
	ACTUAL	GOAL ^①	% of GOAL	ACTUAL	GOAL ^①	% of GOAL		
HOW MUCH DID WE DO?								
# OF NEW ENROLLMENTS	62	223	27.8%	46	291	15.8%		
\$ TRAINING OBLIGATIONS (ITAs & OJTs)	\$70,027	\$255,121	27.4%	\$96,671	\$301,448	32.1%		
# OJT ENROLLMENTS (Ad & DW) ^②	2	20	10.0%					
HOW WELL DID WE DO?								
% OF ITA ENROLLMENTS IN ISOF*	100.0%	75.0%	133.3%	100.0%	75.0%	133.3%		
% OF OJT ENROLLMENTS IN ISOF* ^②	100.0%	75.0%	133.3%					
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	5.3%	42.0%	12.5%	0.0%	42.0%	0.0%		
IS ANYONE BETTER OFF?								
# ENTERED EMPLOYMENT (of closed cases)	38.6%	75.0%	51.4%	78.1%	75.0%	104.2%		
# OF JOB PLACEMENTS WITHIN ISOF*	100.0%	55.0%	181.8%	76.3%	55.0%	138.7%		
% THAT ATTAINED CREDENTIAL (of participants in training)	10.0%	65.0%	15.4%	85.7%	65.0%	131.9%		

WIOA PERFORMANCE

Contract Performance PY20/21

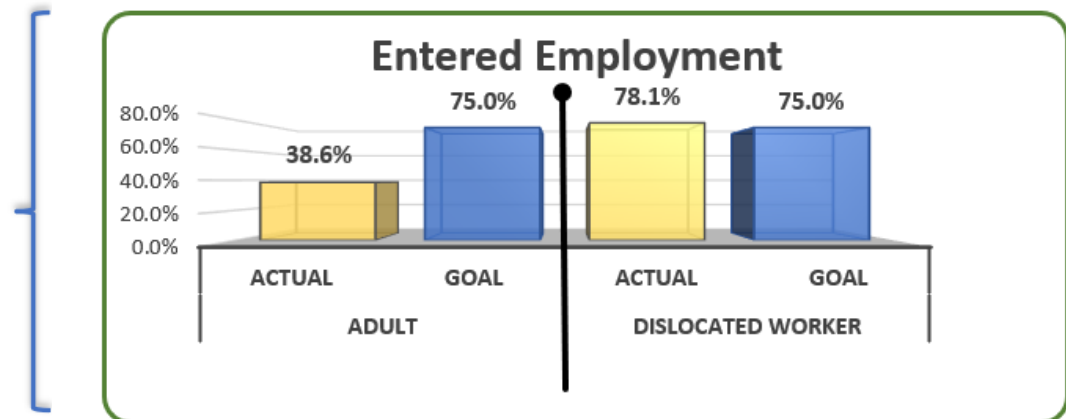
WIOA Adult & Dislocated Worker Programs



How Much Did We Do?

Aggregate Data

Is Anyone Better Off?



WIOA PERFORMANCE



Contract Performance PY21/22

WIOA Youth and Young Adult Programs

Measure	In-School		Out-Of-School		
	Eden ROP	Valley ROP	Eden La Familia	North Cities BYA	Tri-Cities Ohlone
New Enrollments	50	16	28	46	40
Work-Based Learning (% of New Enrollments)	90%				
Core Skills/Leadership (% of New Enrollments)	90%				
In Training (Leads to Cred) ^① (% of New Enrollments)	25%				
Credential Attainment ^② (% of # Enrolled In Training w/case closed)	55%				
Measurable Skill Gains ^② (% of # Enrolled In Training w/case closed)	45%				
Youth Placement @ Cls ^③ (% of Closed Cases)	65%				

***Youth Placement = Placement in employment, education, advanced training, or the military**

WIOA PERFORMANCE



Contract Performance PY21/22 WIOA Youth and Young Adult Programs

Measure	PY 20/21	Carry-In	TOTAL GOAL	Cummulative total to achieve by the end of each month:										
	Goal	PY 18/19		Jul	Aug	Sep	Oct	Nov	Dec ^②	Jan	Feb	Mar ^③	Apr	
New Enrollments	46		46							37			46	46
Work-Based Learning	90%		90%							90%			90%	90%
Soft Skills/Leadership	90%		90%							90%			90%	90%
In Training (Cred) ^④	25%		25%										25%	25%
Credential Attainment	55%		55%										55%	55%
Measurable Skill Gains	45%		45%										45%	45%
Youth Placement @ Cls	65%		65%										65%	65%

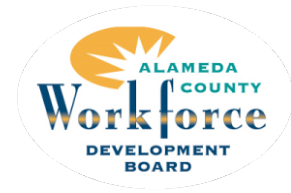
② 80% of annual goals must be achieved before December 31, 2020 and must be reported in CalJOBS prior to the data entry deadline for 2nd Quarter reporting.

③ 100% of annual goals must be achieved before March 31, 2021 and must be reported in CalJOBS prior to the data entry deadline for 3rd Quarter reporting.

④ Training Activity Codes 415, 416, 418, 421, 424, 429, 430, 432.

PY 2021/2022 contracts dictate that CSPs achieve 80% of annual goals by 12/31/2021; and 100% of annual goals by 3/31/2022.

WIOA PERFORMANCE



Contract Performance PY21/22

WIOA Youth and Young Adult Programs

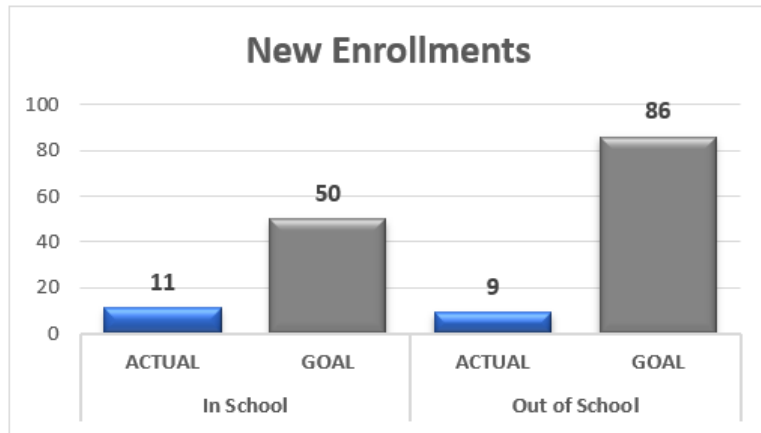
FUND SOURCE:	IN-SCHOOL			OUT-OF-SCHOOL		
PERFORMANCE MEASURES	ACTUAL	GOAL	% of GOAL	ACTUAL	GOAL	% of GOAL
HOW MUCH DID WE DO?						
# OF NEW ENROLLMENTS (Full Enrollment by 3/31)	11	50	22.0%	9	86	10.5%
% IN TRAINING THAT LEADS TO CREDENTIAL ATTAINMENT	0%	25.0%	0.0%	6.3%	25.0%	25.0%
HOW WELL DID WE DO?						
% RECEIVED WORK-BASED LEARNING ACTIVITIES ①	0%	90.0%	0.0%	50.0%	90.0%	55.6%
% RECEIVED CORE-SKILLS/LEADERSHIP ACTIVITIES ②	0%	90.0%	0.0%	43.8%	90.0%	48.6%
% RECORDED MEASURABLE SKILL GAINS (of those enrolled in trng)	0.0%	45.0%	0.0%	0.0%	45.0%	0.0%
IS ANYONE BETTER OFF?						
% YOUTH PLACEMENT ③ (of closed cases)	#DIV/0!	65.0%	#DIV/0!	#DIV/0!	65.0%	#DIV/0!
% OF CREDENTIALS ATTAINED (of those enrolled in training)	#DIV/0!	55.0%	#DIV/0!	#DIV/0!	55.0%	#DIV/0!

WIOA PERFORMANCE



Contract Performance PY21/22

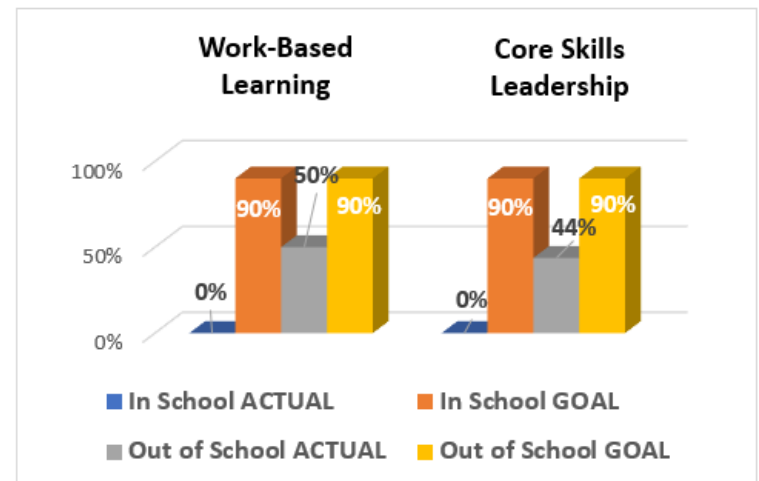
WIOA Youth and Young Adult Programs



How much did we do?

Aggregate Data

How well did we do?



Organizational Effectiveness (OE) Committee

ALAMEDA COUNTY

WORKFORCE DEVELOPMENT BOARD



WIOA PERFORMANCE

Questions/Discussion



At this time, I'll be happy to answer any questions from committee members.

Michele G. Garcia

Workforce Board System Administrator

REMINDER: We do have a discussion item
for performance later on the agenda