

DIRECTIVE
WORKFORCE INVESTMENT ACT

Number: WIAD05-15

Date: April 11, 2006
69:170:pc:9920

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: LWIA PROPOSED PERFORMANCE GOALS FOR PY 2005-06

EXECUTIVE SUMMARY:

Purpose:

This directive publishes State proposed Local Workforce Investment Area (LWIA) performance goals for Program Year (PY) 2005-06 and outlines the required process if a Local Workforce Investment Board (LWIB) wishes to negotiate these goals.

Scope:

This directive applies to the LWIAs.

Effective Date:

This directive is effective on the date of issuance.

REFERENCES:

- Workforce Investment Act (WIA) Sections 136(b) and 136(c)
- Title 20 Code of Federal Regulations (20 CFR) Part 666
- Department of Labor (DOL) Training and Employment Guidance Letter (TEGL) 17-05, Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues (February 17, 2005)
- DOL TEGL 8-99, Negotiating Performance Goals; and Incentives and Sanctions Process under Title I of WIA (March 3, 2000)
- DOL TEGL 11-01, Guidance on Revising WIA State Negotiated Levels of Performance (February 12, 2002)
- DOL TEGL 22-02, Negotiation of Performance Goals for Program Years Four and Five Under Title I of WIA (March 24, 2003)
- WIA Directive WIAD04-12, Exemplary Performance Incentive Award (January 21, 2005)

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STATE-IMPOSED REQUIREMENTS:

This directive contains some state-imposed requirements. These requirements are indicated by ***bold, italic type***.

FILING INSTRUCTIONS:

This directive finalizes WIA Draft Directive WIADD-113, issued for comment on March 22, 2006. The Workforce Investment Division received two comments during the draft comment period. This final directive incorporates substantive comments that are viewed as highlighted text. The highlighted text will remain on the Internet for 30 days from the issuance date. Retain this directive until further notice.

BACKGROUND:

The WIA requires that states reach agreement with the Secretary of Labor on state-level performance goals for the 15 WIA Title IB core performance measures and two measures of customer satisfaction. In addition, WIA Section 136(c)(2) states that the LWIB, the chief elected official, and the Governor shall negotiate and reach agreement on the local levels of performance. Working in collaboration with the California Workforce Investment Board, the Employment Development Department's (EDD) Workforce Investment Division (WID) has been delegated the responsibility for the negotiation of the State and local performance goals under the WIA Title IB. The performance measures are described in WIA Section 136 and defined in detail in Training and Employment Guidance Letter (TEGL) [17-05](#) dated February 17, 2006. The Governor's performance goals for Program Year 2005-06 are included as Attachment 1.

The TEGL 17-05, *Common Measures Policy for the Employment and Training Administration's (ETA) Performance Accountability System and Related Performance Issues*, rescinds and replaces TEGL 28-04, *Common Measures Policy*, and TEGL 7-99, *Core and Customer Satisfaction Measures for the Workforce Investment System*.

POLICY AND PROCEDURES:

Please refer to TEGL 17-05 and note the following important changes in the PY 2005-06, performance measure definitions:

Adult and Dislocated Worker Programs

The definition of employment retention has been changed. For success on this measure, the program client must be found employed in both the second and third quarter after exit.

Dislocated Worker Program Only

The dislocated worker earnings replacement measure has been redefined and is now defined the same as the Adult Earnings Change measure. Guidance in TEGL 17-05 indicates this definition only applies to PY 2005 and will change in PY 2006. For PY 2005, the Secretary of Labor and the Governor agreed to a Dislocated Worker Earnings Change performance goal of -\$3,000.

Youth Program

There are no changes to Youth definitions for PY 2005

Attachment 2 to this directive provides the State's proposed LWIA performance goals for PY 2005–06. The Dislocated Worker Earnings Change Goal has been established at -\$3,000 for all local boards.

The LWIBs wishing to renegotiate these goals should prepare their proposals and submit them to the WID for consideration no later than May 15, 2006. Please note that the Credential rates, and Diploma rate are not negotiable. The LWIAs' goals for these measures will be the same as the State goal.

When preparing the local board's performance proposal, the local board should consider:

- ***The Governor's performance goals for PY 2005–06;***
- ***Local area economic conditions, client characteristics and the service mix available to clients relative to the balance of the State; and***
- ***The degree to which the proposed goals reflect continuous performance improvement.***

To initiate the negotiation process for PY 2005–06, a local area should send a performance proposal to:

***Bob Hermsmeier
Chief
Workforce Investment Division, MIC 69
Employment Development Department
P.O. Box 826880
Sacramento, CA 94280-0001***

Letters must be received no later than May 15, 2006, and signed by the Chair of the LWIB or the Chair's designated alternate. (Note: Alternates must be formally designated by official action of their respective boards or action by the Chief Elected Official for the local area.) Although a 30-day public comment period is not required, we recommend staff present the renegotiation proposal to the Board in a public meeting prior to signature and submission to the State. Also,

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the local board should be notified in a public meeting upon completion of the negotiation process with State staff. Letters must include the following information:

- ***The LWIB's desired performance goals.***
- ***The rationale for the proposed performance goals based on the economics, demographics and service mix within the LWIA. This analysis should explain how these goals promote continuous improvement.***
- ***A designated contact person responsible for the local performance negotiation process.***

ACTION:

This directive should be called to the attention of the Chief Elected Official (CEO) and the LWIB for consultation. The LWIBs, LWIA administrators, and staff should carefully review their proposed performance goals. The CEO and local boards should take immediate action to prepare alternative performance proposals for PY 2005–06, if there are sufficient data to support renegotiation.

INQUIRIES:

Questions regarding this policy and procedure should be directed to Damien Ladd in the WID Performance Management Unit, at (916) 654-5181, or the [Regional Advisor](#) assigned to your LWIA.

/S/ BOB HERMSMEIER
Chief
Workforce Investment Division

Attachments

**WIA PERFORMANCE GOALS FOR
PROGRAM YEARS (PY) 05-06 AND PY 06-07**

California		
	State & DOL PY05 Agreed Upon Level	State & DOL PY06 Agreed Upon Level ^{1/}
ADULT		
Entered Employment Rate	73.0%	74.0%
Retention Rate	79.0%	80.0%
Earning Change	\$3,500	\$3,500
Employment Credential Rate	56.0%	58.0%
DISLOCATED WORKER		
Entered Employment Rate	81.0%	82.0%
Retention Rate	85.0%	86.0%
Earning Replacement Rate	-\$3,000	-\$3,000
Employment Credential Rate	66.0%	67.0%
OLDER YOUTH		
Entered Employment Rate	72.0%	73.0%
Retention Rate	80.0%	81.0%
Earnings Change	\$3,700	\$3,800
Credential Rate	38.0%	39.0%
YOUNGER YOUTH		
Skill Attainment Rate	83.0%	84.0%
Diploma or Equivalent Rate	66.0%	67.0%
Retention Rate	63.0%	64.0%
CUSTOMER SAT		
Participant Satisfaction Score	75.0	75.0
Employer Satisfaction Score	75.0	75.0

^{1/}The PY 2006-07 Dislocated Worker Earning Change Goal will be renegotiated with the Department of Labor to align with the new definition for PY 2006-07 presented in Training and Employment Guidance Letter 17-05.

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Program Year 2005-2006 Performance Goals By Local Areas

ATTACHMENT 2

	Entered Employment	Retention	Earnings Change	Emplmnt & Crdntial
ADULT				
Alameda	75.0%	76.6%	\$3,300	56.0%
Anaheim	77.0%	80.1%	\$2,960	56.0%
Carson/Lomita/Torrance	72.2%	75.2%	\$3,220	56.0%
Contra Costa	76.3%	79.4%	\$3,680	56.0%
Foothill	74.0%	77.4%	\$3,700	56.0%
Fresno	70.0%	75.8%	\$3,350	56.0%
Golden Sierra	76.6%	79.2%	\$3,100	56.0%
Humboldt	78.1%	81.4%	\$3,000	56.0%
Imperial	74.0%	79.0%	\$3,000	56.0%
Kern/Inyo/Mono	68.0%	75.9%	\$3,605	56.0%
Kings	72.3%	76.4%	\$4,040	56.0%
Long Beach	71.5%	78.7%	\$3,720	56.0%
Los Angeles City	74.4%	77.0%	\$3,525	56.0%
Los Angeles County	74.2%	77.7%	\$3,535	56.0%
Madera	74.6%	77.1%	\$3,600	56.0%
Marin	77.0%	80.2%	\$4,040	56.0%
Mendocino	75.9%	80.0%	\$3,610	56.0%
Merced	73.0%	76.0%	\$3,540	56.0%
Monterey	74.3%	75.0%	\$3,970	56.0%
Mother Lode	77.0%	80.3%	\$3,170	56.0%
Napa	78.6%	79.5%	\$4,020	56.0%
NORTEC	75.1%	79.4%	\$3,455	56.0%
North Central Con.	73.0%	76.0%	\$3,500	56.0%
NOVA	75.4%	81.1%	\$4,040	56.0%
Oakland	70.7%	73.1%	\$3,570	56.0%
Orange	75.9%	79.4%	\$3,010	56.0%
Richmond	78.7%	81.5%	\$3,620	56.0%
Riverside	76.1%	80.9%	\$3,221	56.0%
Sacramento	72.0%	77.2%	\$3,700	56.0%
San Benito	72.0%	74.1%	\$3,501	56.0%
San Bernadino City	75.6%	78.0%	\$3,235	56.0%
San Bernadino County	73.6%	78.7%	\$3,135	56.0%
San Diego	76.4%	80.0%	\$2,945	56.0%
San Francisco	72.2%	76.9%	\$3,430	56.0%
San Joaquin	74.1%	76.9%	\$3,505	56.0%
San Jose City	75.5%	76.9%	\$2,800	56.0%
San Luis Obispo	77.7%	83.5%	\$3,925	56.0%
San Mateo	74.2%	78.4%	\$3,645	56.0%
Santa Ana	78.9%	80.6%	\$2,940	56.0%
Santa Barbara	74.8%	76.4%	\$3,420	56.0%
Santa Cruz	74.1%	76.0%	\$3,705	56.0%
SELACO	71.6%	74.9%	\$3,535	56.0%
Solano	73.0%	81.8%	\$3,020	56.0%
Sonoma	76.7%	78.6%	\$4,005	56.0%
South Bay	76.2%	76.7%	\$3,920	56.0%
Stanislaus	68.0%	72.0%	\$3,470	56.0%
Tulare	71.8%	76.4%	\$3,955	56.0%
Ventura	74.8%	78.7%	\$3,000	56.0%
Verdugo	76.0%	78.5%	\$3,430	56.0%
Yolo	73.4%	81.6%	\$3,000	56.0%
STATEWIDE GOAL	73.0%	79.0%	\$3,500	56.0%

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Program Year 2005-2006 Performance Goals By Local Areas

DISLOCATED WORKERS	Entered Employment	Retention	Earnings Change	Emplmnt & Crdntial
Alameda	81.5%	85.8%	-\$3,000	66.0%
Anaheim	79.6%	84.7%	-\$3,000	66.0%
Carson/Lomita/Torrance	75.5%	82.6%	-\$3,000	66.0%
Contra Costa	80.2%	84.9%	-\$3,000	66.0%
Foothill	77.4%	83.7%	-\$3,000	66.0%
Fresno	78.0%	81.8%	-\$3,000	66.0%
Golden Sierra	81.4%	85.4%	-\$3,000	66.0%
Humboldt	82.1%	85.8%	-\$3,000	66.0%
Imperial	79.6%	84.7%	-\$3,000	66.0%
Kern/Inyo/Mono	78.0%	81.8%	-\$3,000	66.0%
Kings	78.1%	83.5%	-\$3,000	66.0%
Long Beach	75.3%	85.4%	-\$3,000	66.0%
Los Angeles City	78.1%	84.1%	-\$3,000	66.0%
Los Angeles County	81.5%	84.9%	-\$3,000	66.0%
Madera	79.9%	83.2%	-\$3,000	66.0%
Marin	81.7%	85.5%	-\$3,000	66.0%
Mendocino	80.6%	83.0%	-\$3,000	66.0%
Merced	76.4%	82.2%	-\$3,000	66.0%
Monterey	77.3%	81.9%	-\$3,000	66.0%
Mother Lode	80.5%	84.0%	-\$3,000	66.0%
Napa	81.5%	85.5%	-\$3,000	66.0%
NORTEC	78.3%	83.0%	-\$3,000	66.0%
North Central Con.	79.0%	81.3%	-\$3,000	66.0%
NOVA	77.5%	77.0%	-\$3,000	66.0%
Oakland	77.6%	84.7%	-\$3,000	66.0%
Orange	77.9%	85.1%	-\$3,000	66.0%
Richmond	81.9%	86.2%	-\$3,000	66.0%
Riverside	78.5%	83.5%	-\$3,000	66.0%
Sacramento	79.0%	84.6%	-\$3,000	66.0%
San Benito	75.0%	80.2%	-\$3,000	66.0%
San Bernadino City	80.0%	87.1%	-\$3,000	66.0%
San Bernadino County	80.1%	84.7%	-\$3,000	66.0%
San Diego	78.5%	85.4%	-\$3,000	66.0%
San Francisco	78.9%	85.4%	-\$3,000	66.0%
San Joaquin	79.6%	84.0%	-\$3,000	66.0%
San Jose City	78.6%	84.3%	-\$3,000	66.0%
San Luis Obispo	80.1%	86.7%	-\$3,000	66.0%
San Mateo	80.0%	85.4%	-\$3,000	66.0%
Santa Ana	77.7%	85.4%	-\$3,000	66.0%
Santa Barbara	79.8%	76.9%	-\$3,000	66.0%
Santa Cruz	77.4%	82.3%	-\$3,000	66.0%
SELACO	76.5%	83.2%	-\$3,000	66.0%
Solano	80.2%	83.1%	-\$3,000	66.0%
Sonoma	79.0%	84.4%	-\$3,000	66.0%
South Bay	79.0%	84.0%	-\$3,000	66.0%
Stanislaus	77.0%	81.4%	-\$3,000	66.0%
Tulare	77.7%	81.3%	-\$3,000	66.0%
Ventura	78.5%	85.7%	-\$3,000	66.0%
Verdugo	77.6%	83.5%	-\$3,000	66.0%
Yolo	77.6%	84.5%	-\$3,000	66.0%
STATEWIDE GOAL	81.0%	85.0%	-\$3,000	66.0%

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Program Year 2005-2006 Performance Goals By Local Areas

	Entered Employment	Retention	Earnings Change	Emplmnt & Crdntial
OLDER YOUTH				
Alameda	65.0%	72.9%	\$3,532	38.0%
Anaheim	72.0%	75.0%	\$3,258	38.0%
Carson/Lomita/Torrance	72.4%	78.9%	\$3,424	38.0%
Contra Costa	71.7%	77.3%	\$3,700	38.0%
Foothill	72.4%	80.1%	\$3,800	38.0%
Fresno	70.5%	77.0%	\$3,017	38.0%
Golden Sierra	74.5%	75.3%	\$3,718	38.0%
Humboldt	72.3%	76.3%	\$3,200	38.0%
Imperial	72.0%	76.5%	\$3,360	38.0%
Kern/Inyo/Mono	66.5%	76.8%	\$3,388	38.0%
Kings	70.6%	80.0%	\$3,661	38.0%
Long Beach	68.1%	74.1%	\$3,087	38.0%
Los Angeles City	70.8%	78.3%	\$3,694	38.0%
Los Angeles County	70.3%	77.4%	\$3,874	38.0%
Madera	70.9%	79.7%	\$3,261	38.0%
Marin	72.8%	73.0%	\$3,098	38.0%
Mendocino	75.0%	82.1%	\$3,800	38.0%
Merced	63.8%	73.0%	\$3,384	38.0%
Monterey	70.0%	76.3%	\$3,098	38.0%
Mother Lode	74.5%	79.6%	\$3,388	38.0%
Napa	72.4%	84.2%	\$3,618	38.0%
NORTEC	70.2%	77.5%	\$3,570	38.0%
North Central Con.	72.0%	77.5%	\$3,198	38.0%
NOVA	64.9%	77.0%	\$3,398	38.0%
Oakland	65.4%	72.9%	\$3,100	38.0%
Orange	66.7%	77.0%	\$3,897	38.0%
Richmond	72.0%	80.1%	\$4,000	38.0%
Riverside	67.1%	75.7%	\$3,700	38.0%
Sacramento	70.1%	78.0%	\$3,387	38.0%
San Benito	70.0%	83.0%	\$3,350	38.0%
San Bernadino City	66.4%	78.8%	\$3,800	38.0%
San Bernadino County	68.2%	76.0%	\$3,500	38.0%
San Diego	71.1%	79.0%	\$3,650	38.0%
San Francisco	65.4%	80.2%	\$3,568	38.0%
San Joaquin	67.5%	72.5%	\$3,198	38.0%
San Jose City	70.5%	78.5%	\$3,334	38.0%
San Luis Obispo	65.0%	75.7%	\$3,720	38.0%
San Mateo	61.9%	76.6%	\$3,100	38.0%
Santa Ana	71.4%	77.4%	\$3,700	38.0%
Santa Barbara	68.1%	79.7%	\$3,539	38.0%
Santa Cruz	69.6%	81.0%	\$2,987	38.0%
SELACO	68.8%	74.1%	\$3,950	38.0%
Solano	71.8%	74.6%	\$2,998	38.0%
Sonoma	68.4%	76.2%	\$3,868	38.0%
South Bay	74.1%	79.3%	\$3,538	38.0%
Stanislaus	66.5%	74.0%	\$3,072	38.0%
Tulare	72.0%	77.0%	\$3,098	38.0%
Ventura	68.1%	78.6%	\$3,582	38.0%
Verdugo	73.9%	79.6%	\$3,708	38.0%
Yolo	72.7%	82.5%	\$3,900	38.0%
STATEWIDE GOAL	72.0%	80.0%	\$3,700	38.0%

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Program Year 2005-2006 Performance Goals By Local Areas

YOUNGER YOUTH

	SKILL ATTAINMENT RATE	DIPLOMA RATE	RETENTION RATE
Alameda	85.6%	66.0%	56.7%
Anaheim	82.4%	66.0%	65.4%
Carson/Lomita/Torrance	85.7%	66.0%	58.8%
Contra Costa	82.0%	66.0%	59.6%
Foothill	82.9%	66.0%	64.5%
Fresno	82.0%	66.0%	59.5%
Golden Sierra	83.5%	66.0%	67.9%
Humboldt	80.6%	66.0%	66.3%
Imperial	77.0%	66.0%	65.4%
Kern/Inyo/Mono	74.0%	66.0%	57.0%
Kings	82.6%	66.0%	61.0%
Long Beach	78.6%	66.0%	62.5%
Los Angeles City	83.8%	66.0%	59.2%
Los Angeles County	83.8%	66.0%	63.4%
Madera	73.5%	66.0%	61.4%
Marin	88.0%	66.0%	66.2%
Mendocino	87.5%	66.0%	62.0%
Merced	84.7%	66.0%	63.8%
Monterey	86.1%	66.0%	62.5%
Mother Lode	86.7%	66.0%	64.5%
Napa	88.2%	66.0%	67.8%
NORTEC	82.1%	66.0%	58.6%
North Central Con.	85.0%	66.0%	64.3%
NOVA	85.6%	66.0%	59.9%
Oakland	77.7%	66.0%	50.0%
Orange	87.3%	66.0%	65.8%
Richmond	79.0%	66.0%	64.1%
Riverside	84.0%	66.0%	59.4%
Sacramento	81.2%	66.0%	61.3%
San Benito	86.4%	66.0%	64.7%
San Bernadino City	78.0%	66.0%	63.9%
San Bernadino County	82.2%	66.0%	57.8%
San Diego	84.4%	66.0%	62.0%
San Francisco	72.7%	66.0%	55.5%
San Joaquin	79.3%	66.0%	61.9%
San Jose City	78.4%	66.0%	61.6%
San Luis Obispo	86.4%	66.0%	64.9%
San Mateo	82.9%	66.0%	62.8%
Santa Ana	84.0%	66.0%	67.7%
Santa Barbara	86.9%	66.0%	63.5%
Santa Cruz	85.0%	66.0%	61.8%
SELACO	82.8%	66.0%	55.5%
Solano	82.6%	66.0%	58.3%
Sonoma	87.2%	66.0%	60.2%
South Bay	87.1%	66.0%	61.2%
Stanislaus	82.5%	66.0%	62.7%
Tulare	82.0%	66.0%	63.9%
Ventura	83.9%	66.0%	65.2%
Verdugo	84.9%	66.0%	66.4%
Yolo	81.3%	66.0%	61.9%
STATEWIDE GOAL	83.0%	66.0%	63.0%