

DIRECTIVE

WORKFORCE SERVICES

Number: WSD13-6

Date: December 10, 2013
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TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: FINAL STATE-LEVEL W-PA, WIA, AND LWIA PERFORMANCE GOALS
FOR PY 2013-14

EXECUTIVE SUMMARY:

Purpose:

This directive publishes the final state-level Wagner Peyser Act (W-PA), state-level Workforce Investment Act (WIA) and the Local Workforce Investment Areas (LWIA) performance goals for Adult, Dislocated Worker, and Youth programs for Program Year (PY) 2013-14.

Scope:

This Directive applies to Workforce Services Branch and all LWIAs.

Effective Date:

This Directive is effective on the day 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 Performance Accountability System and Related Performance Issues (February 17, 2006), and DOL TEGL 17-05 Change 2 (May 20, 2009)
- DOL [TEGL 26-12](#), Negotiating Performance Goals for the Workforce Investment Act Title 1B Programs and Wagner-Peyser Act Funded Activities for Program Year (PY) 2013 (May 06, 2013)

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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 Workforce Services Draft Directive WSDD-87, issued for comment on June 14, 2013. The California Workforce Investment Board (State Board) received 43 comments during the draft comment period. The comments received resulted in substantive changes to the program year 2013-14 WIA Title IB performance negotiation methodology and process. A summary of the comments is provided as Attachment 1. Retain this directive until further notice.

BACKGROUND:

The State is required to reach agreement with the Secretary of Labor on state-level performance goals for the W-PA and the WIA Adult, Dislocated Worker, and Youth programs. WIA Section 136(c)(2) states that the Local Workforce Investment Board (LWIB), chief elected official, and the Governor shall negotiate and reach agreement on the local levels of performance.

POLICY AND PROCEDURES:

This directive provides the final LWIA performance goals for the Adult, Dislocated Worker, and Youth Programs for PY 2013-14. These goals also form part of the baseline evaluation criteria when the State Board considers LWIBs for High Performing Board designation. The LWIA must achieve at least 80 percent of their goal, in 8 of the 9 areas, each PY to be considered. (See Attachments).

ACTION:

This directive should be called to the attention of the Chief Elected Official (CEO), LWIB, local area administrators, and staff.

INQUIRIES:

If you have any questions about this policy, please contact Loren Shimanek at Loren.Shimanek@cwib.ca.gov or by phone at (916) 324-3258.

/S/ JOSÉ LUIS MÁRQUEZ, Chief
Workforce Services Division

Attachments

Summary of Comments
Draft Directive “PROPOSED STATE-LEVEL WPA, WIA, AND
LWIA PERFORMANCE GOALS FOR PY 2013-14”

There were 43 commenters to the draft of this directive. The comments listed are the most frequent as shared by all the commenters:

Comment #1: Requested that performance goal should be feasible, attainable and sustainable in the context of continuous improvement.

Resolution: The State Board worked with all 49 local areas to establish feasible, attainable, and sustainable performance goals. The State Board maintains an open-door policy for renegotiations and benchmark revisions to ensure feasible, attainable, and sustainable performance goals.

Comment #2: Requested that local Areas need to be able to meet and/or exceed negotiated performance goals. This request is in reference to criteria in the High Performing Board Certification (SB 698; WSD 12-14).

Resolution: Within the context of continuous improvement, local areas should have the opportunity to meet and/or exceed negotiated performance goals. Local areas must achieve 80.0 percent or higher on at least eight of the nine locally negotiated common performance measures. The State Board feels that exceeding goals in excess of 100.0 percent may be grounds to revise performance goals. All local areas may request technical assistance to ensure they are able to meet and/or exceed negotiated performance goals. The State Board will support evidence based renegotiations and request revisions to negotiated performance goals as necessary.

Comment #3: Suggested that the State Board should set both a “floor” and a “ceiling” for performance goals.

Resolution: The State Board feels that at this time instituting a floor and ceiling for all local areas is not feasible. California is the only state funded by DOL ETA to have a hybrid service delivery structure. Sites that have been piloted as integrated service delivery (ISD) models are expected to continue operating in this capacity. Local areas that have not implemented this model may continue to operate in a capacity approved by their LWIB. Because of the service delivery mixture within the state, a floor is more likely than a ceiling. While a floor is not feasible at this time, The State Board feels that each local area must have a goal above 50.0 percent for Adult and Dislocated Worker placement in employment. No local area has an entered employment rate below 50.6 percent for Adult and 57.6 percent for Dislocated Worker. These goals have been set to represent 80.0 percent of the State’s negotiated goal for these two measures. The State

Board will revisit the statistical concept of a floor during negotiations for program year 2014-15.

A ceiling is not feasible at this time because some local areas continue to exceed their negotiated goals with excessive success rates. Local areas that continue to achieve excessive success rates will be requested to revise their negotiated goals. The State Board believes that mitigating excessive success rates will promote greater parity and fairness across the WIA system in California. The statistical concept of a ceiling will be revisited during negotiations for program year 2014-15.

Adult and Dislocated Worker Retention and Average Earning measures are dependent on labor market conditions and participant choice and will not be considered for a floor or ceiling.

Youth goals have been negotiated to represent local area program needs. The State Board feels that Youth Placement goals should be at least 50.0 percent, and they should not fall below 80.0 percent of the State's negotiated goal. The statistical concept of a floor for Youth Placement will be revisited during negotiations for program year 2014-15.

Comment #4: Indicated that performance negotiations methodology should evaluate past performance, current or real-time performance levels, demographics of population served, and current and projected labor market conditions. Negotiations should also consider varying levels of legislative, programmatic, and economic uncertainty.

Resolution: The State Board, in accordance with TEG 26-12, followed the methodological framework promoted by DOL ETA in negotiations with local areas. Varying levels of legislative, programmatic, and economic uncertainty were taken into consideration in the negotiation process. Local areas provided qualitative accounts that helped put purely quantitative data into context.

PROGRAM YEAR 2013-14 PERFORMANCE GOALS BY LOCAL AREAS

ADULT	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
ALAMEDA	58.5%	81.8%	\$15,900
ANAHEIM	77.0%	84.0%	\$13,500
CONTRA COSTA	79.2%	84.0%	\$14,581
FOOTHILL CONSORTIUM	76.7%	83.0%	\$13,408
FRESNO	70.1%	80.8%	\$12,726
GOLDEN SIERRA CONSORTIUM	72.5%	85.0%	\$16,750
HUMBOLDT	63.4%	81.0%	\$14,400
IMPERIAL	73.6%	80.0%	\$10,000
KERN/INYO/MONO CONSORTIUM	72.0%	82.0%	\$12,700
KINGS	61.0%	83.3%	\$12,700
LOS ANGELES CITY	77.0%	79.0%	\$12,500
LOS ANGELES COUNTY	55.0%	67.0%	\$12,800
LONG BEACH	50.8%	76.9%	\$13,324
MADERA	55.0%	72.0%	\$11,500
MARIN	74.6%	81.8%	\$16,427
MENDOCINO	80.0%	85.0%	\$15,500
MERCED	76.0%	81.9%	\$14,200
MONTEREY	62.1%	74.0%	\$10,129
MOTHER LODE CONSORTIUM	69.5%	81.0%	\$12,000
NAPA-LAKE	73.6%	81.2%	\$16,411
NORTH CENTRAL COUNTIES CONSORTIUM	67.2%	78.0%	\$13,500
NORTHERN RURAL TRAINING EMPLOYMENT CONSORTIUM	76.6%	78.9%	\$13,700
NOVA	51.0%	78.5%	\$18,000
OAKLAND	68.0%	78.0%	\$11,800
ORANGE	78.2%	82.3%	\$15,841
RICHMOND	73.4%	87.5%	\$15,100
RIVERSIDE	50.7%	74.0%	\$10,776
SACRAMENTO	51.0%	78.0%	\$12,177
SANTA ANA	64.0%	82.0%	\$12,000
SANTA BARBARA	68.0%	83.7%	\$12,000
SAN BENITO	80.0%	85.0%	\$13,500
SAN BERNARDINO CITY	77.0%	86.0%	\$11,300
SAN BERNARDINO COUNTY	50.7%	74.7%	\$12,780
SOUTH BAY	80.0%	85.0%	\$11,450
SANTA CRUZ	74.7%	83.0%	\$15,000
SAN DIEGO	51.6%	78.5%	\$12,500
SOUTHEAST LOS ANGELES COUNTY	76.8%	81.7%	\$14,500
SAN FRANCISCO	73.2%	80.0%	\$12,950
SAN JOAQUIN	66.0%	80.0%	\$14,500
SAN JOSE CITY	50.7%	78.7%	\$13,724
SAN LUIS OBISPO	76.5%	80.9%	\$12,950
SAN MATEO	65.0%	82.0%	\$14,122
SOLANO	73.6%	80.0%	\$14,382
SONOMA	53.9%	78.3%	\$12,600
STANISLAUS	69.5%	75.7%	\$11,133
TULARE	50.8%	77.4%	\$9,950
VERDUGO CONSORTIUM	53.0%	82.0%	\$14,033
VENTURA	72.0%	81.0%	\$13,251
YOLO	75.8%	82.4%	\$14,000
STATEWIDE GOAL PY 2013-14	63.4%	83.0%	\$14,200

PROGRAM YEAR 2013-14 PERFORMANCE GOALS BY LOCAL AREAS

DISLOCATED WORKER	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
ALAMEDA	67.8%	87.0%	\$19,500
ANAHEIM	82.5%	88.1%	\$17,000
CONTRA COSTA	80.4%	89.3%	\$19,500
FOOTHILL CONSORTIUM	71.9%	87.5%	\$19,200
FRESNO	78.5%	84.7%	\$13,467
GOLDEN SIERRA CONSORTIUM	67.0%	87.5%	\$17,900
HUMBOLDT	68.0%	84.5%	\$15,500
IMPERIAL	73.1%	83.0%	\$10,500
KERN/INYO/MONO CONSORTIUM	76.0%	84.5%	\$15,000
KINGS	65.0%	83.0%	\$16,350
LOS ANGELES CITY	78.5%	84.0%	\$15,000
LOS ANGELES COUNTY	60.0%	71.6%	\$15,119
LONG BEACH	59.2%	82.0%	\$16,500
MADERA	64.5%	82.1%	\$12,500
MARIN	67.1%	82.3%	\$18,500
MENDOCINO	82.5%	85.0%	\$16,000
MERCED	79.0%	83.5%	\$15,600
MONTEREY	61.8%	75.6%	\$13,122
MOTHER LODE	77.0%	81.0%	\$15,000
NAPA-LAKE	75.0%	85.0%	\$16,430
NORTH CENTRAL COUNTIES CONSORTIUM	68.7%	78.5%	\$13,863
NORTHERN RURAL TRAINING EMPLOYMENT CONSORTIUM	77.6%	79.4%	\$14,759
NOVA	58.0%	80.0%	\$24,500
OAKLAND	68.1%	82.6%	\$16,370
ORANGE	80.0%	86.0%	\$19,581
RICHMOND	76.6%	87.3%	\$18,200
RIVERSIDE	57.6%	75.0%	\$13,748
SACRAMENTO	57.6%	79.7%	\$15,500
SANTA ANA	65.0%	85.0%	\$14,750
SANTA BARBARA	76.0%	83.1%	\$14,070
SAN BENITO	82.5%	89.5%	\$15,570
SAN BERNARDINO CITY	82.5%	85.0%	\$13,500
SAN BERNARDINO COUNTY	57.6%	79.9%	\$12,500
SOUTH BAY	82.5%	87.0%	\$15,500
SANTA CRUZ	72.7%	86.0%	\$14,500
SAN DIEGO	61.0%	79.7%	\$16,700
SOUTHEAST LOS ANGELES COUNTY	76.7%	86.9%	\$16,500
SAN FRANCISCO	75.0%	88.0%	\$16,500
SAN JOAQUIN	71.9%	82.8%	\$17,225
SAN JOSE CITY	57.6%	82.4%	\$19,460
SAN LUIS OBISPO	82.5%	89.6%	\$15,975
SAN MATEO	70.5%	85.0%	\$17,528
SOLANO	82.5%	87.0%	\$18,500
SONOMA	57.6%	81.9%	\$16,615
STANISLAUS	76.9%	80.0%	\$14,700
TULARE	57.6%	78.0%	\$11,900
VERDUGO CONSORTIUM	60.0%	82.5%	\$17,000
VENTURA	75.0%	84.0%	\$16,000
YOLO	77.1%	89.3%	\$16,900
STATEWIDE GOAL PY 2013-14	72.0%	89.5%	\$19,178

PROGRAM YEAR 2013-14 PERFORMANCE GOALS BY LOCAL AREA

YOUTH	PLACEMENT EMPLOYMENT EDUCATION	ATTAINMENT DEGREE CERTIFICATE	LITERACY NUMERACY GAINS
ALAMEDA	59.2%	40.0%	25.0%
ANAHEIM	72.0%	70.0%	61.9%
CONTRA COSTA	65.2%	43.6%	34.3%
FOOTHILL CONSORTIUM	71.5%	57.3%	55.0%
FRESNO	70.0%	59.6%	76.2%
GOLDEN SIERRA CONSORTIUM	57.0%	48.0%	30.0%
HUMBOLDT	64.0%	68.0%	60.5%
IMPERIAL	55.0%	55.0%	55.0%
KERN/INYO/MONO CONSORTIUM	64.6%	60.0%	25.0%
KINGS	72.0%	67.0%	60.5%
LOS ANGELES CITY	72.0%	60.0%	60.5%
LOS ANGELES COUNTY	65.9%	60.0%	57.1%
LONG BEACH	72.0%	60.0%	80.0%
MADERA	52.3%	54.5%	51.6%
MARIN	55.0%	60.0%	60.5%
MENDOCINO	67.0%	61.0%	47.0%
MERCED	74.0%	70.0%	46.8%
MONTEREY	70.1%	64.3%	61.0%
MOTHER LODE CONSORTIUM	74.0%	62.0%	55.0%
NAPA-LAKE	74.0%	60.0%	48.4%
NORTH CENTRAL COUNTIES CONSORTIUM	74.0%	70.0%	54.0%
NORTHERN RURAL TRAINING EMPLOYMENT CONSORTIUM	62.1%	55.7%	59.4%
NOVA	59.2%	48.0%	48.4%
OAKLAND	59.2%	55.0%	25.0%
ORANGE	70.8%	51.7%	68.2%
RICHMOND	70.0%	42.7%	33.0%
RIVERSIDE	45.0%	54.8%	65.0%
SACRAMENTO	64.3%	60.5%	55.0%
SANTA ANA	74.0%	65.0%	67.0%
SANTA BARBARA	62.0%	55.0%	52.5%
SAN BENITO	74.0%	69.0%	48.4%
SAN BERNARDINO CITY	74.0%	60.0%	63.0%
SAN BERNARDINO COUNTY	68.0%	53.5%	60.5%
SOUTH BAY	72.0%	65.0%	48.0%
SANTA CRUZ	70.5%	70.0%	75.0%
SAN DIEGO	72.0%	60.0%	54.5%
SOUTHEAST LOS ANGELES COUNTY	67.7%	34.3%	50.5%
SAN FRANCISCO	50.0%	40.0%	35.0%
SAN JOAQUIN	67.9%	67.0%	53.0%
SAN JOSE CITY	67.0%	41.4%	60.5%
SAN LUIS OBISPO	67.1%	68.7%	78.7%
SAN MATEO	68.0%	62.7%	40.0%
SOLANO	70.0%	70.0%	60.5%
SONOMA	59.2%	41.8%	22.0%
STANISLAUS	70.5%	62.0%	60.5%
TULARE	67.5%	46.1%	48.4%
VERDUGO CONSORTIUM	70.5%	52.1%	65.0%
VENTURA	70.0%	60.0%	60.5%
YOLO	72.0%	70.0%	75.0%
STATEWIDE GOAL PY 2013-14	74.0%	60.0%	60.5%

WAGNER PEYSER COMMON MEASURES			
	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
STATEWIDE GOAL PY 2013-14	53.6%	82.0%	\$18,500