

TRANSMITTAL # 4

MEMORANDUM

May 4, 2006

TO: WIA Committee
Workforce Development Council

FROM: Roger B. Madsen, Director

SUBJECT: Common Measures Waiver Request

ACTION REQUESTED: Approve waiver request for Common Measures

BACKGROUND:

The Workforce Investment Act provides states the flexibility to request waivers to statutory regulations that may impede the provision of services to its customers. After much research and discussion, the state has chosen to pursue this flexibility option in the implementation of its employment and training performance measures.

Idaho is requesting a waiver to adopt and report on the six common measures in lieu of the existing 17 WIA performance measures. The state would like to implement this change at the beginning of the 2006 Program Year (July 2006), coinciding with implementation of these measures for the state's Wagner-Peyser, Jobs for Veterans Act and Trade Adjustment Act programs.

With the shift to the six standards under common measures, Idaho would achieve the following goals:

- 1) Eliminate duplicative administrative systems which will reduce paperwork and labor costs associated with redundant data collection. One example includes:
 - Eliminate the tracking and performance for –
 - a. the credential measure for Adults and Dislocated Worker clients
 - b. the skill attainment measure for Younger Youth; and
 - c. the current Customer Satisfaction measurement system required by the USDOL.
- 2) Enhance integration of the One Stop System by use of a single measurement system to test performance.
- 3) Refocus youth investments by creating opportunities to better implement the USDOL's Strategic Vision for Services to Youth, which includes a youth program focused on out-of-school populations with increased accountability for employment and/or increased secondary and postsecondary education outcomes.

- 4) Cost Savings through streamlining. A simplified and streamlined performance measurement system is more cost effective. With consistent direction, program resources can be directed to a single set of goals, rather than competing goals and costly processes.

USDOL has determined that it will use common measures to assess program performance, eventually eliminating the required 17 performance measures. Beginning in PY2006, USDOL will require states to report on the current 17 measures and the six common measures. By requesting a waiver to remove Idaho from the original measures, the state avoids a duplication of effort in reporting and is able to apply its diminishing resources where they are most needed.

Efforts are currently under way to solicit public comments on this matter. Comments will be compiled and presented to council members during their next meeting.

Staff Recommendation:

Staff recommend that the Council approve Idaho's request for a waiver to adopt and report on the six common measures in lieu of the existing 17 WIA performance measures.

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Attachment

Current USDOL Performance Measures for WIA

Adult

1. Entry into unsubsidized employment
2. Retention in unsubsidized employment @ six months
3. Earnings received in unsubsidized employment @ six months
4. Attainment of a recognized credential relating to achievement of educational skills or occupational skills by participants who enter unsubsidized employment

Dislocated Worker

5. Entry into unsubsidized employment
6. Retention in unsubsidized employment @ six months
7. Earnings received in unsubsidized employment @ six months relative to earnings of job of dislocation
8. Attainment of a recognized credential relating to achievement of educational skills or occupational skills by participants who enter unsubsidized employment

Older Youth (aged 19-21)

9. Entry into unsubsidized employment
10. Retention in unsubsidized employment @ six months
11. Earnings received in unsubsidized employment @ six months
12. Attainment of a recognized credential relating to achievement of educational skills or occupational skills by participants who enter unsubsidized employment or who enter postsecondary education, advanced training or unsubsidized employment

Younger Youth (aged 14-18)

13. Attainment of basic skills and, as appropriate, work readiness or occupational skills
14. Attainment of secondary school diplomas and their recognized equivalents
15. Placement and retention in postsecondary education, advanced training, military service, employment, or qualified apprenticeships

Customer Satisfaction

16. Participant customer satisfaction
17. Employer customer satisfaction

Proposed Common (Performance) Measures for WIA

Adult and Dislocated Workers

1. Entered Employment
2. Employment Retention
3. Average Earnings

Youth Measures

4. Placement in Employment or Education
5. Attainment of a Degree or Certificate
6. Literacy and Numeracy Gains