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E-mailed: 10/2/2014 (tk)

Workforce Development Agency (WDA)
Policy Issuance (PI) 14-09

Date: October 2, 2014

To: Michigan Works! Agency (MWA) Directors

From: Stephanie Beckhorn, Director (**SIGNED**)
Office of Workforce Policy and Strategic Planning

Subject: Workforce Investment Act (WIA) Performance Goals for Program Year (PY) 2014, the period of July 1, 2014 through June 30, 2015

Programs Affected: WIA Programs

Rescissions: None

References: The WIA of 1998

WIA Final Rule 20 CFR Part 652 et. al.

U.S. Department of Labor (USDOL) Training and Employment Guidance Letter 25-13, "Negotiating Performance Goals for the Workforce Investment Act (WIA) Title 1B Programs and Wagner-Peyser Act Funded Activities for Program Year (PY) 2014," issued May 15, 2014

Background: Consistent with the WIA, each state and local area is subject to the core indicators of performance and the customer satisfaction indicators that apply to the state under the WIA Regulations at 666.100(a). In determining the annual levels of performance, the following factors are taken into account:

- The extent to which the levels of performance for each core indicator assist in achieving high customer satisfaction;
- The extent to which the levels of performance promote continuous improvement; and
- The extent to which the levels of performance ensure optimal return on investment of federal funds.



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As the economy began to contract severely in 2009, the USDOL developed a regression model that explicitly takes into account changes in labor market conditions when setting national targets. This model was subsequently applied to the performance measures at the state and local level. The regression targets represented starting points for performance goals for PY 2014. In order to ensure performance goals are in alignment with the current vision and strategic goals, the option to extend previous years' goals is not available for PY 2014.

For PY 2014 performance levels, the USDOL used the regression model and PY 2012 and PY 2013 performance outcomes as a baseline for the goals.

Policy:

In alignment with the aforementioned USDOL requirements and guidance, the WDA participated in the negotiation of WIA performance levels for PY 2014.

The USDOL regression model explicitly took into account changes in labor market conditions when setting performance targets, holding constant the characteristics of the participants being served. This model was subsequently applied to the performance measures and was used as a tool to assist in establishing targets for the measures. The regression targets and prior year performance were utilized as starting points in setting performance goals for PY 2014.

Specifically, PY 2014 performance levels are based on the following factors:

- Historical performance outcomes (past three [3] years and recent completed quarter);
- Rolling four (4) quarter performance outcomes;
- PY 2012 performance outcomes (baseline);
- Renegotiation approved in the past 12 months;
- Aforementioned regression model, consisting of 22-26 different variables effecting WIA performance in each local area;
- Current share of the state's goal achieved by each local area; and
- USDOL's continuous improvement model.

Performance levels for PY 2014 are attached to this policy. By submitting the signed Approval Request Form, MWAs agree to the measures and levels outlined in Tables 1 – 5.

Requesting a Renegotiation of PY 2014 Performance Levels

Requests for renegotiation of PY 2014 performance levels will be evaluated on a case-by-case basis and should follow the guidelines outlined in Section 6-3 of the WIA Manual. Requests should be submitted to Ms. Krista Johnson, WIA Section Manager, at JohnsonK2@michigan.gov.

Action: Consistent with the information contained in this policy issuance, MWAs are required to submit one Approval Request Form, with original signatures from the Chief Elected Official(s), Workforce Development Board Chair, or their designees, in accordance with WDA PI 13-21, "Michigan Works! System Plan (MWSP) Instructions for Calendar Year (CY) 2014, the period of January 1, 2014 through December 31, 2014," issued February 21, 2014, within 30 days from the issue date of this policy to:

Workforce Development Agency
Office of Workforce Policy and Strategic Planning
Victor Office Center, 5th Floor
201 North Washington Square
Lansing, MI 48913

Inquiries: Questions regarding this policy issuance should be directed to your WIA state coordinator.

This policy issuance is available for downloading from the Internet system. Please contact Ms. Teresa Keyton at (517) 335-7418 for details.

The information contained in this policy issuance will be made available in alternative format (large type, audio tape, etc.) upon special request to this office.

Expiration

Date: June 30, 2015

SB:LS:cg
Attachments

Approval Request Form Instructions

1. Michigan Works! Agency (MWA): Enter the name of the MWA.
2. MWA Number: Enter the number assigned to the MWA.
3. Plan Title: Enter the appropriate title(s) for the plan being submitted.
4. Policy Issuance Number: Enter the policy issuance number that the form corresponds to, i.e., 14-01, 14-02, etc.
5. Plan Period: Identify the time period covered by the plan.

The required signatories are designated in accordance with the Michigan Department of Labor & Economic Growth/Bureau of Workforce Programs PI 07-13, issued August 29, 2007. Signatures are required from the Workforce Development Board Chair and the Chief Elected Official(s).

APPROVAL REQUEST

1. Michigan Works! Agency (MWA):	2. MWA Number:
3. Plan Title(s): Program Year 2014 WIA Performance Measures	
4. Policy Issuance Number: 14-09	5. Plan Period: July 1, 2014 – June 30, 2015

THE CHIEF ELECTED OFFICIAL(S) AND WORKFORCE DEVELOPMENT BOARD (WDB) HEREBY REQUEST APPROVAL OF THIS DOCUMENT

Authorized Chief Elected Official	Date
Authorized Chief Elected Official	Date
Authorized Chief Elected Official	Date
WDB Chairperson	Date

BWT-344 (5/09)

The Workforce Development Agency (WDA) in compliance with applicable federal and state laws, does not discriminate in employment or in the provision of services based on race, color, religion, sex, national origin, age, disability, height, weight, genetic information, marital status, arrest without conviction, political affiliation or belief, and for beneficiaries only, citizenship or participation in any federally assisted program or activity.

Table 1

WIA Title I - Adult Performance Levels

Program Year 2014 (July 1, 2014 through June 30, 2015)

Michigan Works! Agency	Entered Employment Rate	Employment Retention Rate	Average Earnings	Employment and Credential Rate
Kent-Allegan-Barry	90%	93%	\$15,200	83%
Berrien/Cass/Van Buren	83%	87%	\$15,200	79%
Capital Area	90%	92%	\$15,000	83%
Central Area	90%	93%	\$13,500	83%
Detroit Emp Solutions	83%	89%	\$11,400	82%
Eastern U.P.	90%	93%	\$14,800	82%
Genesee/Shiawassee	82%	87%	\$10,600	78%
Great Lakes Bay	90%	92%	\$16,500	82%
Upjohn 4 County	91%	92%	\$13,500	80%
Livingston County	90%	93%	\$16,500	82%
Macomb/St. Clair	90%	92%	\$15,800	79%
Muskegon County	89%	93%	\$11,700	83%
Northeast	92%	93%	\$15,000	82%
Northwest	90%	92%	\$15,200	81%
Oakland County	91%	93%	\$16,500	83%
Ottawa County	88%	92%	\$12,800	78%
Region 7B	90%	92%	\$13,900	81%
SEMCA	91%	92%	\$16,500	82%
South Central	91%	93%	\$16,500	82%
The Job Force	90%	93%	\$15,800	83%
Thumb Area	78%	91%	\$15,600	77%
Washtenaw County	87%	93%	\$16,500	83%
West Central	86%	91%	\$13,200	80%
Western U.P.	89%	89%	\$13,300	79%
State Contract	89%	92%	\$18,000	82%
Statewide	89%	92%	\$16,000	82%

Table 2

WIA Title I - Dislocated Worker Performance Levels

Program Year 2014 (July 1, 2014 through June 30, 2015)

Michigan Works! Agency	Entered Employment Rate	Employment Retention Rate	Average Earnings	Employment and Credential Rate
Kent-Allegan-Barry	95%	94%	\$16,600	84%
Berrien/Cass/Van Buren	93%	93%	\$16,200	81%
Capital Area	94%	95%	\$16,000	84%
Central Area	94%	93%	\$13,800	83%
Detroit Emp Solutions	95%	91%	\$15,800	84%
Eastern U.P.	94%	95%	\$14,400	83%
Genesee/Shiawassee	92%	91%	\$13,300	83%
Great Lakes Bay	94%	93%	\$16,700	84%
Upjohn 4 County	95%	93%	\$16,300	84%
Livingston County	95%	92%	\$17,900	84%
Macomb/St. Clair	94%	93%	\$17,300	80%
Muskegon County	95%	93%	\$15,800	84%
Northeast	95%	95%	\$13,200	84%
Northwest	95%	92%	\$14,000	83%
Oakland County	95%	93%	\$17,900	84%
Ottawa County	94%	93%	\$14,500	82%
Region 7B	92%	93%	\$13,500	81%
SEMCA	94%	93%	\$16,900	84%
South Central	95%	95%	\$16,900	84%
The Job Force	95%	94%	\$16,900	84%
Thumb Area	87%	93%	\$14,700	77%
Washtenaw County	92%	93%	\$17,900	84%
West Central	95%	94%	\$14,400	82%
Western U.P.	94%	92%	\$13,000	84%
State Contract	94%	94%	\$17,300	83%
Statewide	94%	94%	\$17,300	83%

Table 3

WIA Title I - Older Youth (19-21) Performance Levels

Program Year 2014 (July 1, 2014 through June 30, 2015)

Michigan Works! Agency	Entered Employment Rate	Employment Retention Rate	Earnings Change	Employment and Credential Rate
Kent-Allegan-Barry	83%	90%	\$4,500	80%
Berrien/Cass/Van Buren	84%	90%	\$4,300	65%
Capital Area	83%	89%	\$4,200	79%
Central Area	83%	90%	\$4,800	65%
Detroit Emp Solutions	83%	89%	\$4,500	72%
Eastern U.P.	84%	90%	\$5,400	80%
Genesee/Shiawassee	83%	84%	\$3,900	75%
Great Lakes Bay	83%	84%	\$3,400	72%
Upjohn 4 County	83%	89%	\$4,300	79%
Livingston County	84%	90%	\$3,400	80%
Macomb/St. Clair	83%	87%	\$4,000	72%
Muskegon County	83%	90%	\$3,600	71%
Northeast	83%	90%	\$4,100	80%
Northwest	84%	90%	\$4,800	80%
Oakland County	84%	90%	\$4,800	79%
Ottawa County	83%	89%	\$4,100	80%
Region 7B	78%	88%	\$4,100	80%
SEMCA	83%	89%	\$4,300	75%
South Central	84%	89%	\$4,500	80%
The Job Force	83%	90%	\$4,500	79%
Thumb Area	80%	88%	\$4,300	72%
Washtenaw County	83%	89%	\$4,000	80%
West Central	84%	89%	\$4,800	79%
Western U.P.	77%	85%	\$4,000	70%
State Funded Youth	83%	89%	\$4,900	78%
Statewide	85%	90%	\$4,900	78%

Table 4

WIA Title I - Younger Youth (14-18) Performance Levels

Program Year 2014 (July 1, 2014 through June 30, 2015)

Michigan Works! Agency	Skill Attainment Rate	Diploma or Equivalent Attainment Rate	Retention Rate
Kent-Allegan-Barry	95%	91%	86%
Berrien/Cass/Van Buren	92%	86%	78%
Capital Area	95%	89%	85%
Central Area	95%	90%	80%
Detroit Emp Solutions	96%	91%	78%
Eastern U.P.	96%	91%	86%
Genesee/Shiawassee	92%	91%	78%
Great Lakes Bay	92%	86%	83%
Upjohn 4 County	92%	90%	85%
Livingston County	92%	91%	86%
Macomb/St. Clair	92%	89%	85%
Muskegon County	95%	90%	86%
Northeast	96%	91%	86%
Northwest	96%	91%	86%
Oakland County	96%	91%	86%
Ottawa County	96%	86%	85%
Region 7B	95%	91%	83%
SEMCA	95%	90%	85%
South Central	96%	91%	86%
The Job Force	95%	91%	86%
Thumb Area	92%	90%	85%
Washtenaw County	95%	90%	86%
West Central	95%	90%	86%
Western U.P.	96%	86%	78%
State Funded Youth	94%	90%	85%
Statewide	94%	90%	85%

Table 5

Customer Satisfaction Performance Levels

Program Year 2014 (July 1, 2014 through June 30, 2015)

Michigan Works! Agency	Participant Score	Employer Score
Kent-Allegan-Barry	93	86
Berrien/Cass/Van Buren	93	86
Capital Area	93	86
Central Area	93	86
Detroit Emp Solutions	93	86
Eastern U.P.	93	86
Genesee/Shiawassee	93	86
Great Lakes Bay	93	86
Upjohn 4 County	93	86
Livingston County	93	86
Macomb/St. Clair	93	86
Muskegon County	93	86
Northeast	93	86
Northwest	93	86
Oakland County	93	86
Ottawa County	93	86
Region 7B	93	86
SEMCA	93	86
South Central	93	86
The Job Force	93	86
Thumb Area	93	86
Washtenaw County	93	86
West Central	93	86
Western U.P.	93	86
Statewide	93	86