

WIOA · Performance Accountability

Vision

Terms

Unified State Plan

Indicators

Reporting

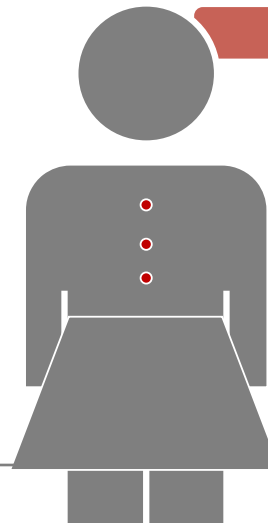
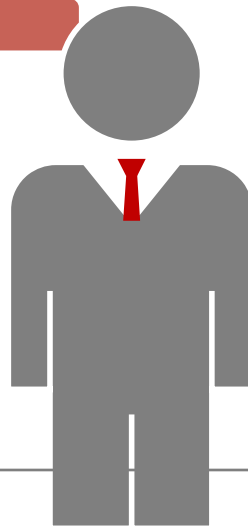
Sanctions

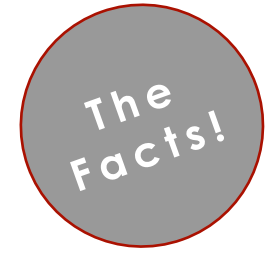
HELLO
my name is

Bill Colombo

HELLO
my name is

Lisa Kiesel





performance accountability

Let's break this down.

Now! →



WIOA and Vocational Rehabilitation

Vision

Terms

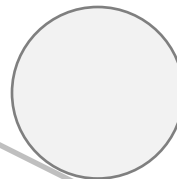
Unified State Plan

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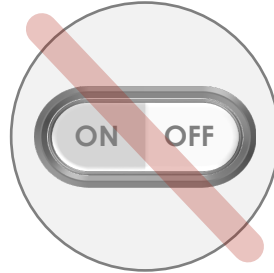
Sanctions

2014



July 1, 2020

**Measurable
Skills Gain**



Workforce Innovation & Opportunity Act

Vision

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Sanctions

WIOA

CFR

TACs

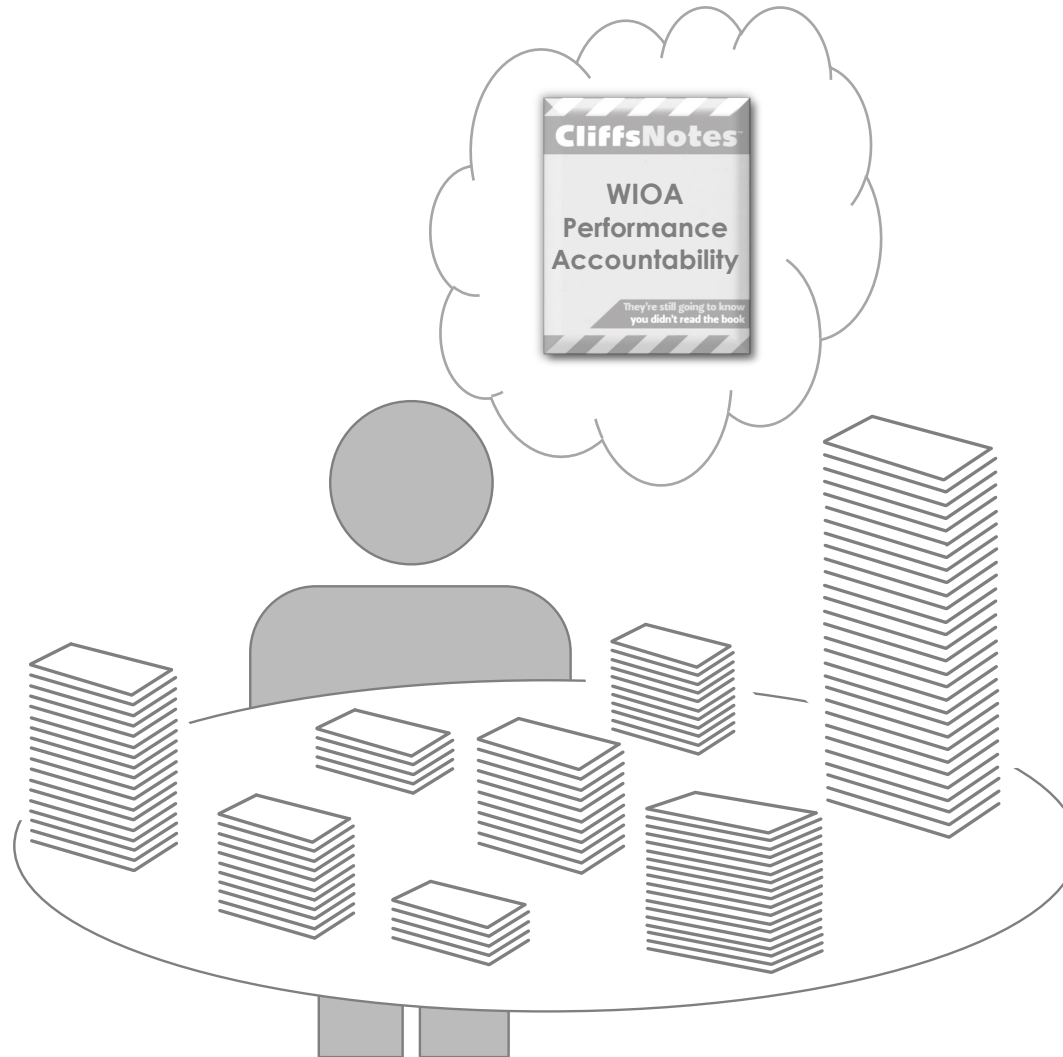
TEGLs

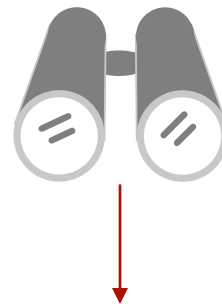
WINTAC

PPTs

Transcripts

MTAG





Provide individuals with disabilities the services they need to compete for and achieve **high-quality employment** in the 21st century global economy.



Strengthen **alignment** of the workforce development system through unified strategic planning, common performance measures, and the one-stop delivery system requirements



Emphasize the achievement of **competitive integrated employment** for all individuals with disabilities



Expanding services to support the transition of **students and youth with disabilities** from secondary education to postsecondary education and employment

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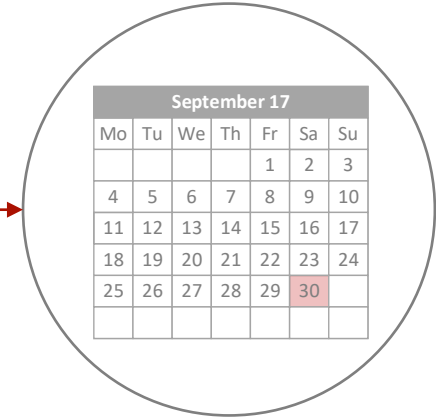
Reporting

Sanctions

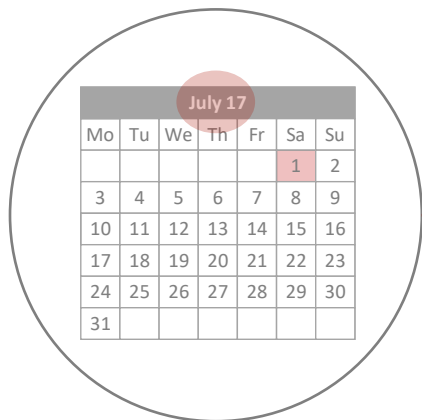


Old

Oct 1 → Sept 30

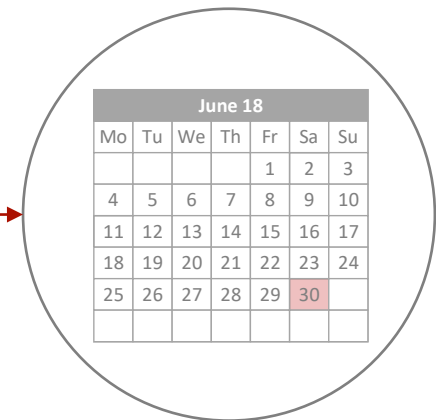


Performance Year (PY)



New

July 1 → June 30



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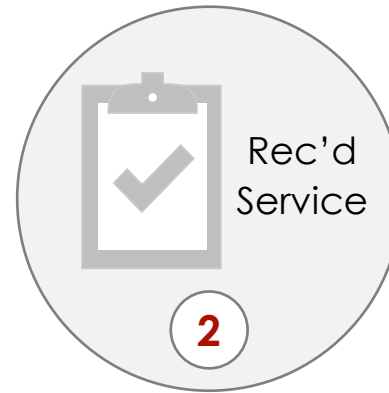
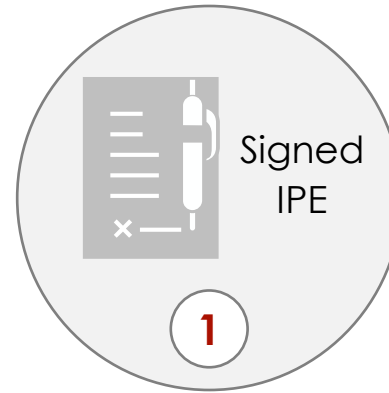
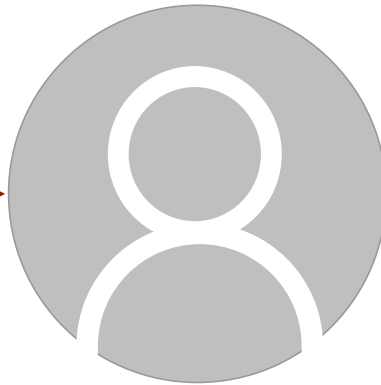
Unified State Plan

Indicators

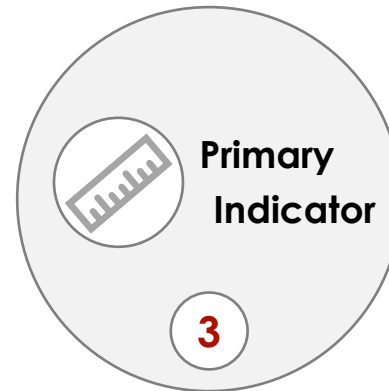
Reporting

Sanctions

Participant →

A circular icon containing a calendar grid for the month of May 17. The date May 11 is highlighted in red. An arrow points from the "Rec'd Service" icon to this calendar icon.

May 17						
Mo	Tu	We	Th	Fr	Sa	Su
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



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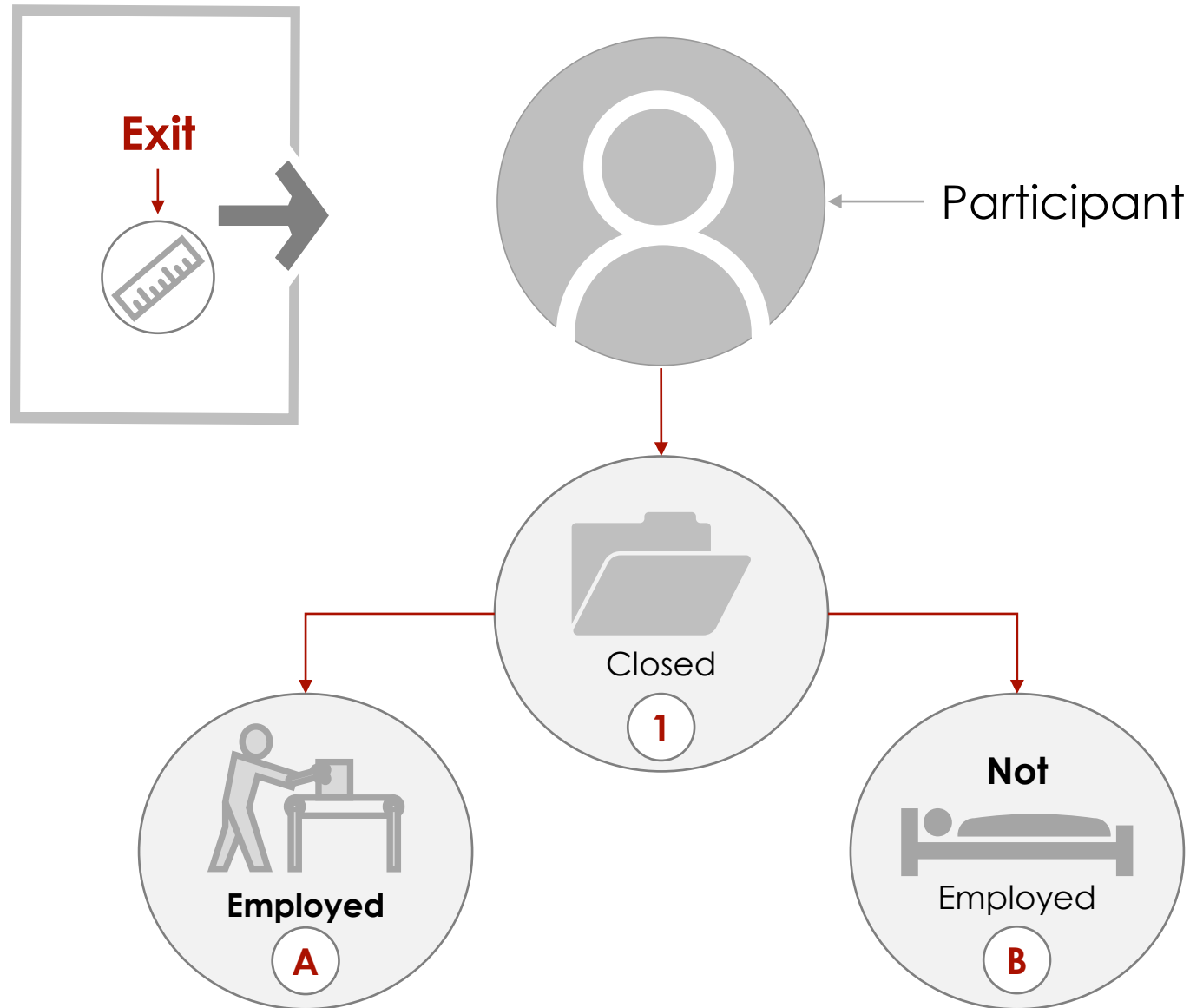
Terms

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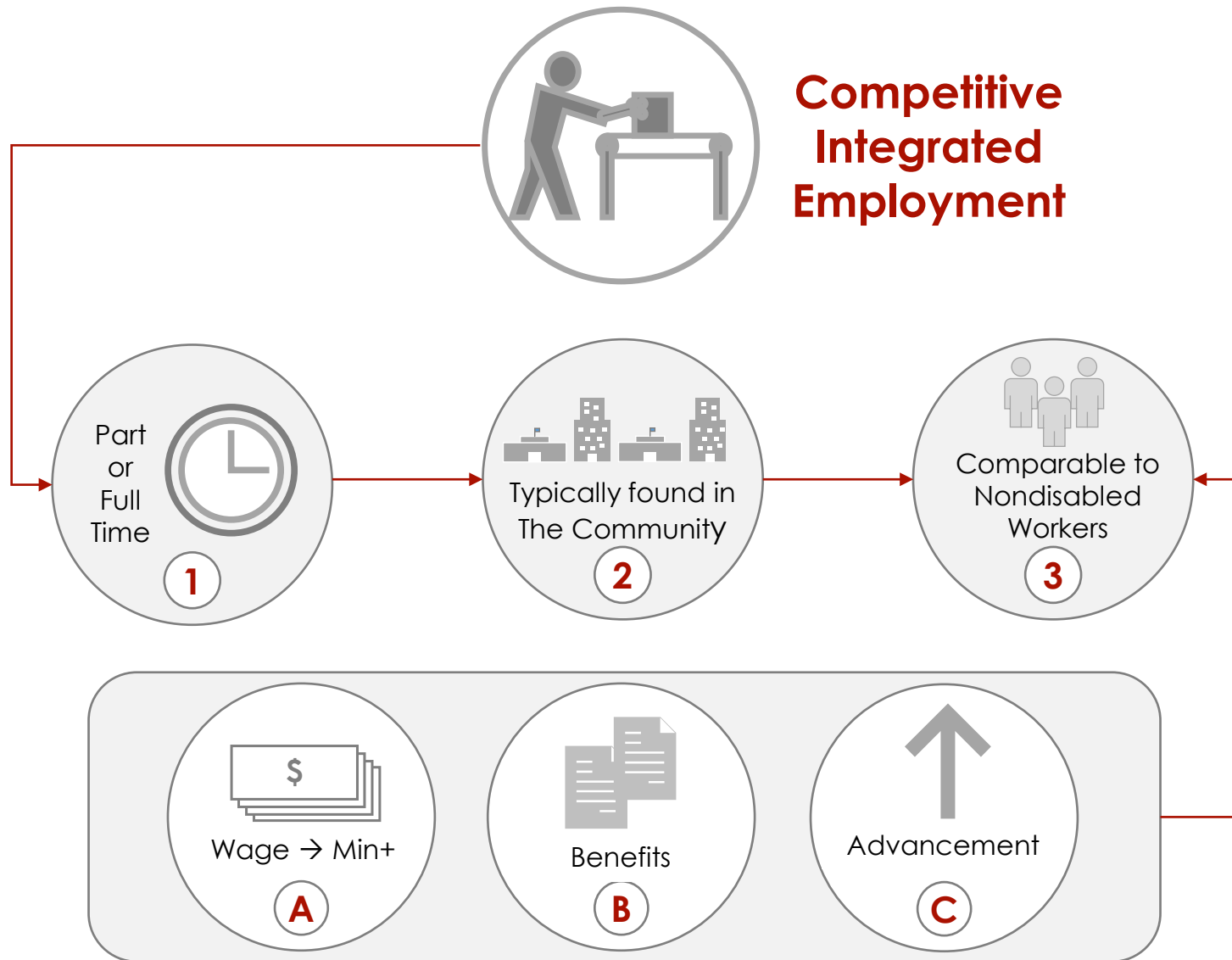
Terms

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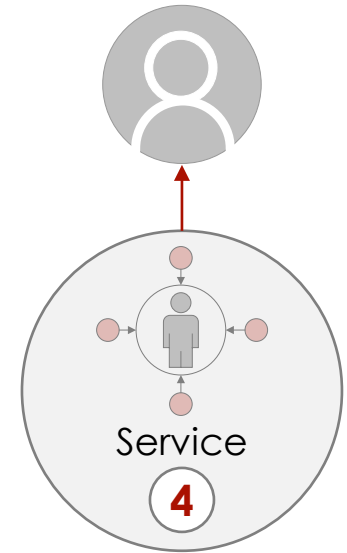
Unified State Plan

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Sanctions

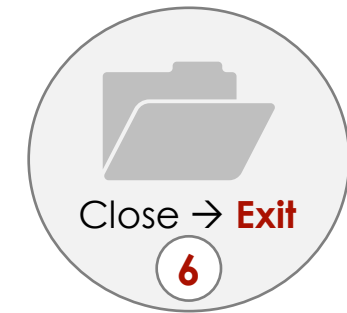
Unchanged



March 17						
Mo	Tu	We	Th	Fr	Sa	Su
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April 17						
Mo	Tu	We	Th	Fr	Sa	Su
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May 17						
Mo	Tu	We	Th	Fr	Sa	Su
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



————— 90 Days —————→

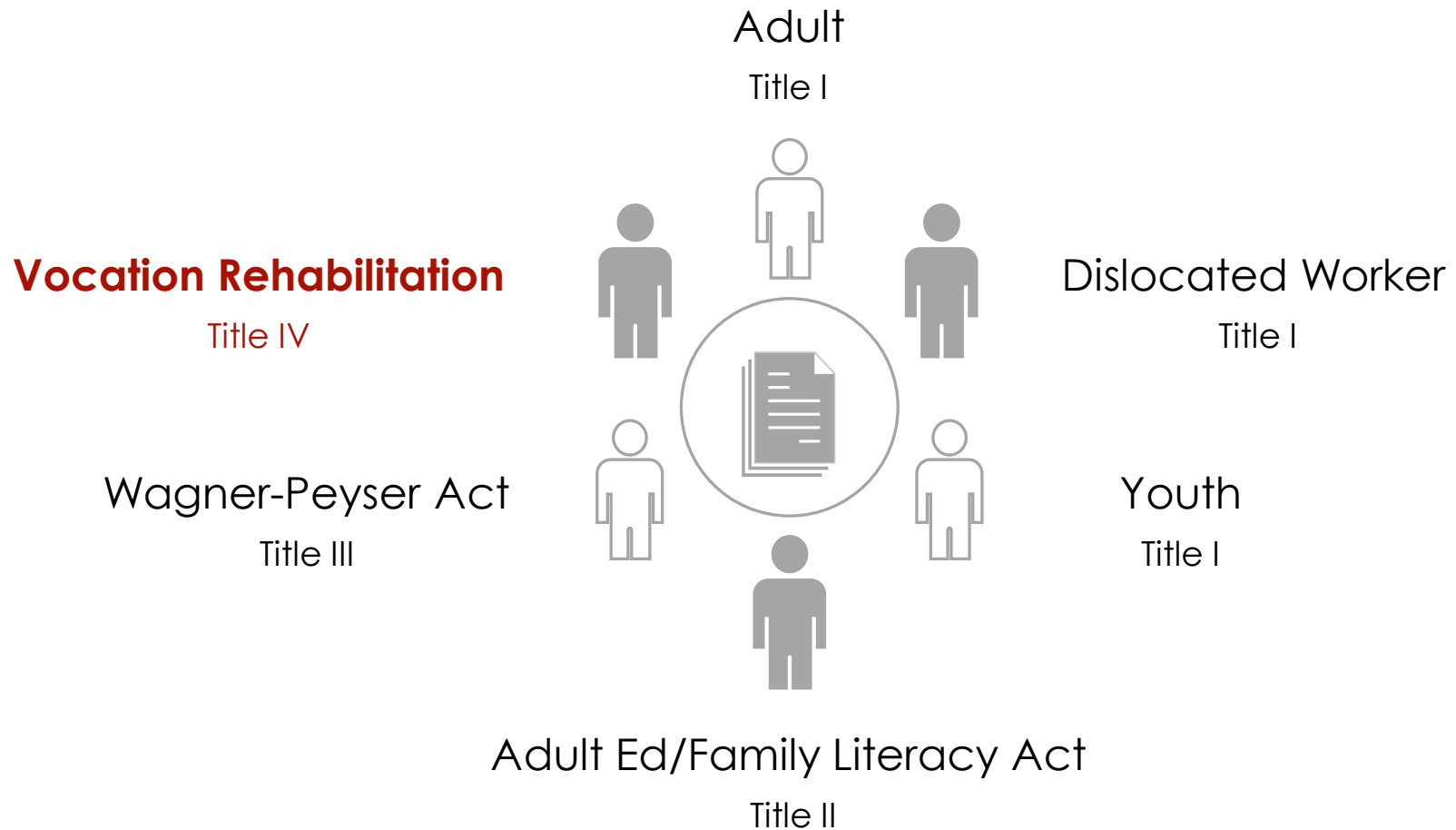


Unified State Plan vs Combined State Plan



Core Programs

6 Core Programs



Unified State Plan



Communicates the **State's vision** for its workforce system and serves as a vehicle for aligning and integrating this system across Federal programs.

<https://www2.ed.gov/about/offices/list/osers/rsa/wioa/state-plans/index.html>

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Vision

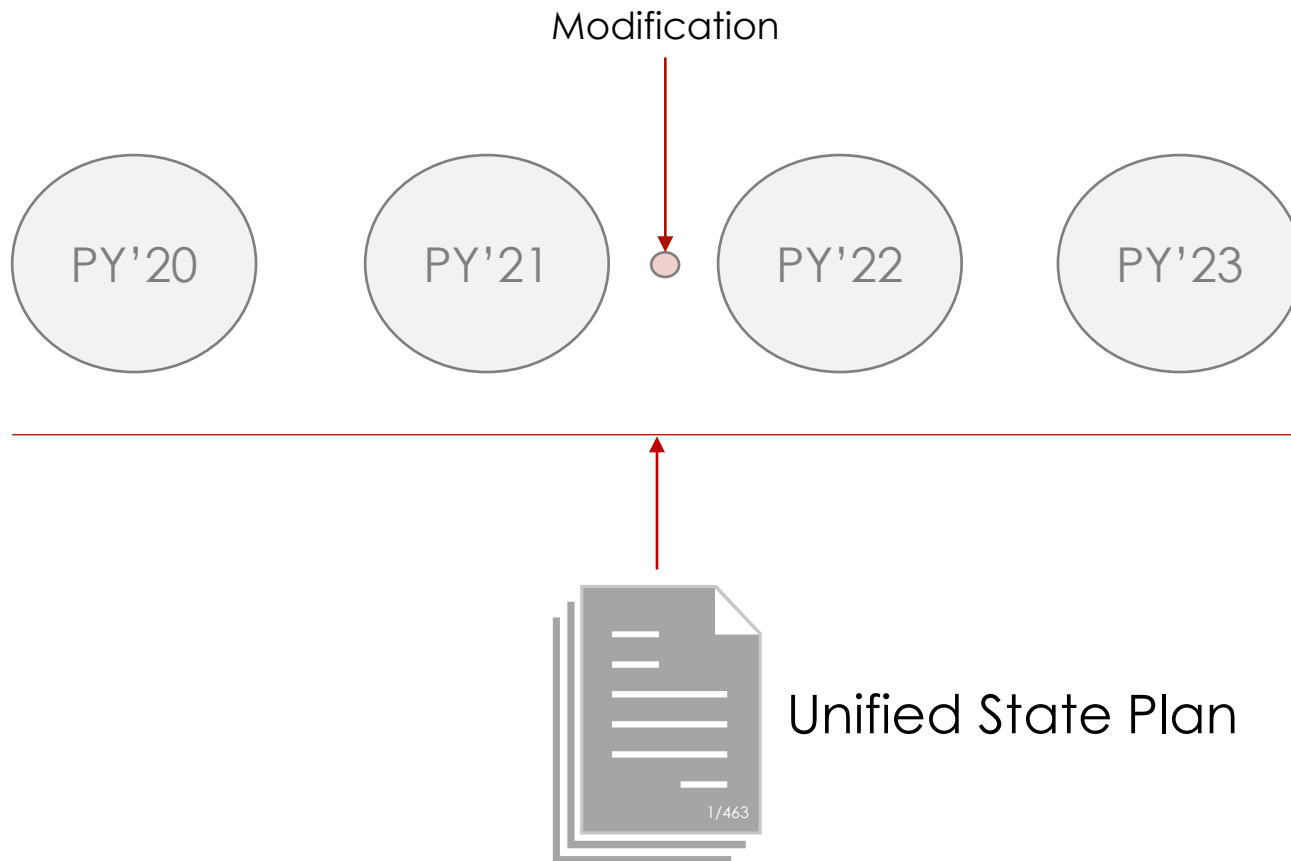
Terms

Unified State Plan

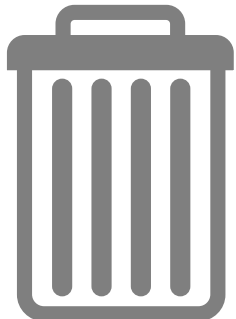
Indicators

Reporting

Sanctions



OLD → VR ONLY



1

Change in Employment Target

No. of employment outcomes → current year compared to previous

2

Rehab Rate Target

% of individuals rec. services under an IEP → achieved employment outcome

3

Competitive Employment Rate Target

Competitive employment as a % of all employment outcomes

4

Significant Disability Rate Target

Competitive employment outcome for individuals w/significant disabilities as a % of all employment outcomes

5

Wage Ratio Target

Average VR hourly wage : Average state hourly wage

6

Increase in Self-Support Target

Competitive employment reported as primary source of support as closure vs. application

7

Equal Access to Services Standards Target

Minority serve rate ; Non-minority service rate

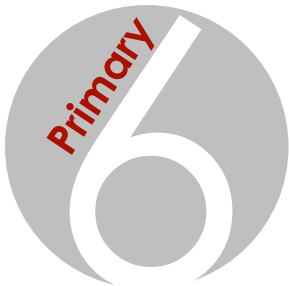


- 1 Employment Rate → 2nd Quarter After Exit
- 2 Employment Rate → 4th Quarter After Exit
- 3 Median Earnings → 2nd Quarter After Exit
- 4 Credential Attainment

5 Measurable Skill Gains

6 Effectiveness in Serving Employers

Exit Based



1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 Measurable Skill Gains

6 Effectiveness in Serving Employers

Snapshot



1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 Measurable Skill Gains

6 Effectiveness in Serving Employers

Training

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Vision

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Sanctions

1 Employment Rate → 2nd Quarter After Exit

def

The percentage of **participants** in unsubsidized employment during the 2nd quarter after **exit**.

2 Employment Rate → 4th Quarter After Exit



Participants



1. Signed IPE
2. Rec'd service

3 Median Earnings → 2nd Quarter After Exit



Unsubsidized
↓
Competitive Integrated
Employment

4 Credential Attainment

5 Measurable Skill Gains



2nd quarter after exit

6 Effectiveness in Service Employers



Participants Employed ÷ Participants Exited

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Vision

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Reporting

Sanctions

1 Employment Rate → 2nd Quarter After Exit

2 **Employment Rate → 4th Quarter After Exit**

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 Measurable Skill Gains

6 Effectiveness in Service Employers

def

 The percentage of **participants** in unsubsidized employment during the 4th quarter after **exit**.



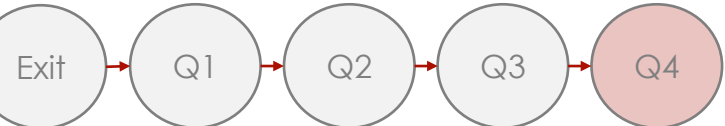
Participants



1. Signed IPE
2. Rec'd service



Unsubsidized
↓
Competitive Integrated
Employment



4th quarter after exit



÷



Participants Employed ÷ Participants Exited

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Sanctions

1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 **Median Earnings → 2nd Quarter After Exit**

4 Credential Attainment

5 Measurable Skill Gains

6 Effectiveness in Service Employers

def
The median earnings of **participants** who are in unsubsidized employment during the 2nd quarter after **exit**.



The median is the middle number in a series



1. Wages are ranked ordered
2. The median = wage in the middle



2nd quarter after exit

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Supplemental Data

1 **Employment Rate → 2nd Quarter After Exit**

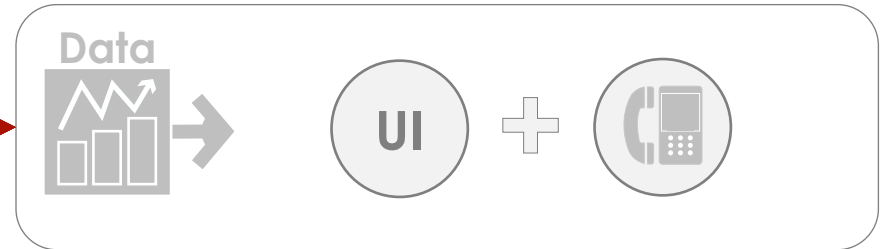
2 **Employment Rate → 4th Quarter After Exit**

3 **Median Earnings → 2nd Quarter After Exit**

4 Credential Attainment

5 Measurable Skill Gains

6 Effectiveness in Service Employers



Michigan Rehabilitation Services

Vision

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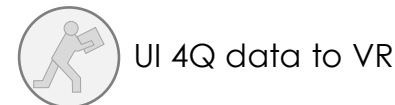
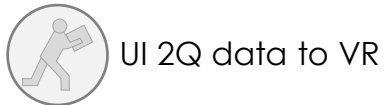
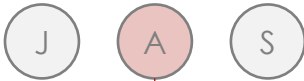
Unified State Plan

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PY 2019



PY 2020

1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 **Credential Attainment**

5 Measurable Skill Gains

6 Effectiveness in Service Employers

def Percentage of **participants** enrolled in an education or training* program who attained:

1. **Recognized** postsecondary credential, or
2. Secondary school diploma or recognized equivalent → GED

*No OJT or customized training



Recognized credentials include:

- Secondary school diploma/equivalent
- Associate's degree
- Bachelor's degree
- Graduate degree
- Occupational license
- Occupational certificate
- Occupational certification
- Other recognized industry certifications



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1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 **Credential Attainment**

5 Measurable Skill Gains

6 Effectiveness in Service Employers



The credential **must be** obtained during participation in or within one year after exit.



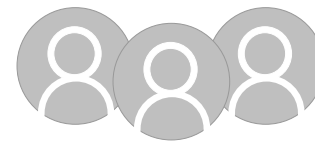
Diploma or equivalent are **only counted if** participant is:

1. Employed, or
2. Enrolled in postsecondary education leading to a credential



within one year after exit **and**

3. Attainment of diploma or equivalent are **identified on their IPE.**



Attained
recognized
credential



Enrolled
in education or
training program

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1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 **Credential Attainment**

5 Measurable Skill Gains

6 Effectiveness in Service Employers

 Secondary School Diploma or GED

1



Enrolled



Participants

High School

2



Attainment



Diploma/GED

IPE

3



Within one year following exit

4



Or



Employed

Education
or Training

Recog.
Postsec.
Credential

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1 Employment Rate → 2nd Quarter After Exit

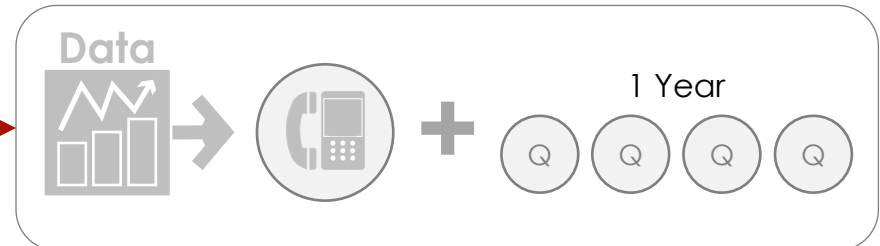
2 Employment Rate → 4th Quarter After Exit


3 Median Earnings → 2nd Quarter After Exit

4 **Credential Attainment**

5 Measurable Skill Gains

6 Effectiveness in Service Employers



 Additional guidance will be forthcoming on CA

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1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 **Measurable Skill Gains**

6 Effectiveness in Service Employers

def  The percentage of **participants** who, during a **program year*** are:

1. In an education/training program that leads to a **recognized** secondary or postsecondary credential or employment, **and**
 2. Are achieving measurable skill gains, defined as **documented progress**, toward such a credential or employment.
- *Not an exit based measure



Includes all VR participants **if** the recognized secondary or postsecondary credential is **identified on the IPE**.



Participants are **only included one time per PY**, regardless of how many skill gains they achieved in a given PY.
Exception is a participant with multiple periods of participation in a PY.

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Cont.

1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 **Measurable Skill Gains**

6 Effectiveness in Service Employers

5 Types of documented progress:



1. Achievement of at least one **educational functional level**, if receiving instruction below the postsecondary level



2. Attainment of a secondary school **diploma or equivalent**



3. Secondary or postsecondary **report card or transcript** for sufficient number of credit hours (12/6)



4. Satisfactory progress report toward an **established milestone** from an employer or training provider



5. Passage of an **exam** required for an occupation or progress attaining technical/occupational skill as evidence by trade-related **benchmarks**

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1 Employment Rate → 2nd Quarter After Exit

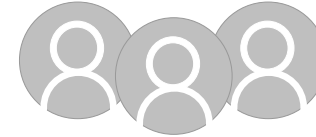
2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 **Measurable Skill Gains**

6 Effectiveness in Service Employers



Achieved
Measurable
Skills Gains

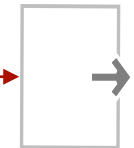
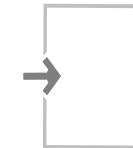


In an education or training
program that leads to
recognized sec./postsec.
credential or employment

Data



Period of Participation



Additional guidance will be
forthcoming on MSG

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1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 Measurable Skill Gains

6 **Effectiveness in Service Employers**

Retention

def



- % of participants employed by same employer in the 2nd and 4th quarter after exit

Repeat Business Customer

- % of employers using core program services more than once during the last 3 years

Employer Penetration Rate

- % of employers using core program services out of all employers in the state

Aim



1. Provide employers skilled workers
2. Quality engagement/services → productive relationship over time
3. Quality engagement/services to all employers

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1 Employment Rate → 2nd Quarter After Exit

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3 Median Earnings → 2nd Quarter After Exit

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6 **Effectiveness in Service Employers**



Establish

Baseline



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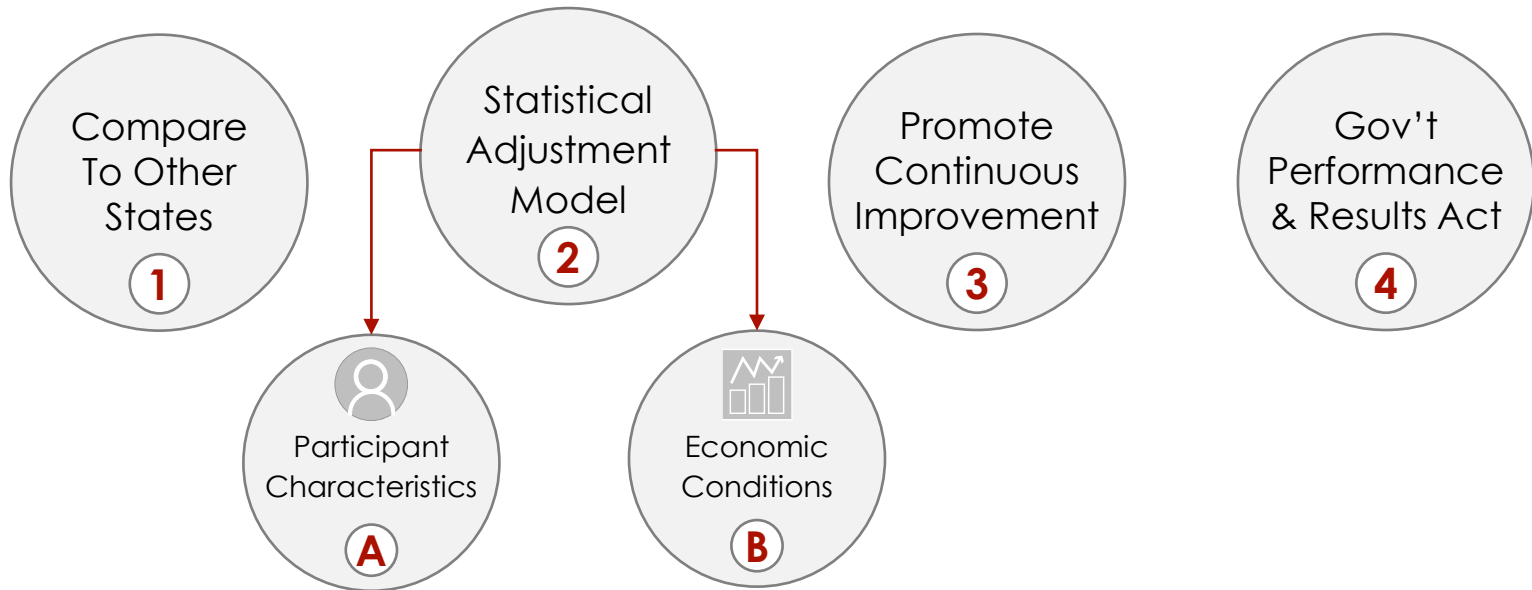
Terms

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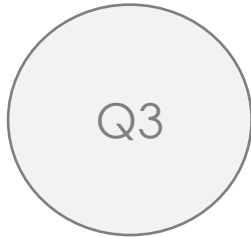
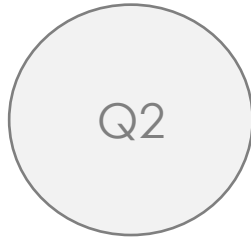
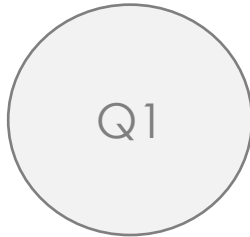
● Report Due

July → Sept

Oct → Dec

Jan → Mar

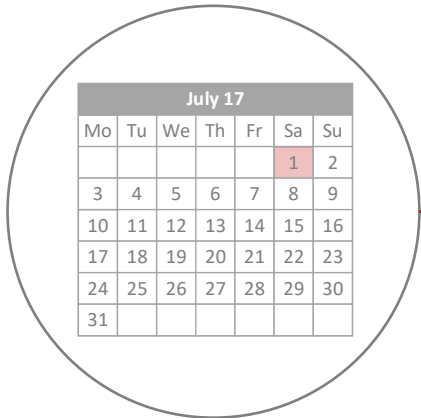
Apr → June



Quarterly Report

VR Only → RSA

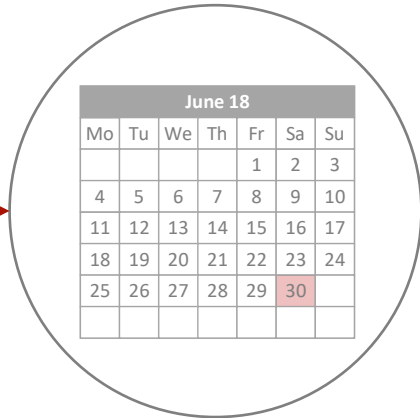
45 Days



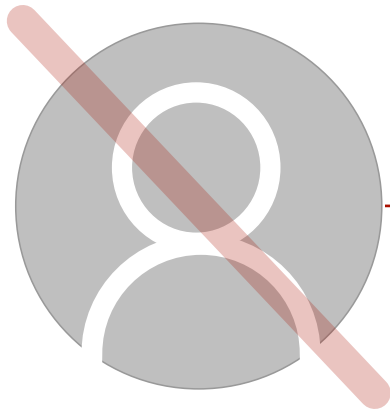
Annual Report

Core Programs Combined

VR → October 15, 2018



Participant Exclusions



1. Incarcerated or institutionalized
2. Medical treatment → 90 days or longer
3. Deceased
4. Call to active duty → at least 90 days
5. No longer eligible for MRS services

Workforce Innovation & Opportunity Act

Vision

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① Failure to submit an annual performance report



Ⓐ Fail to submit by the **date** for timely submission

Ⓑ Submit an **incomplete** report

Workforce Innovation & Opportunity Act

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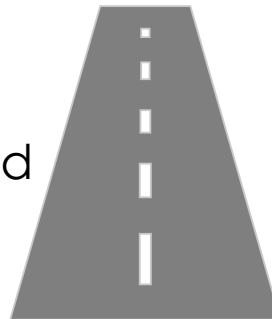
Sanctions



Failure to achieve adjusted
levels of performance

2

The Road



Workforce Innovation & Opportunity Act

Vision

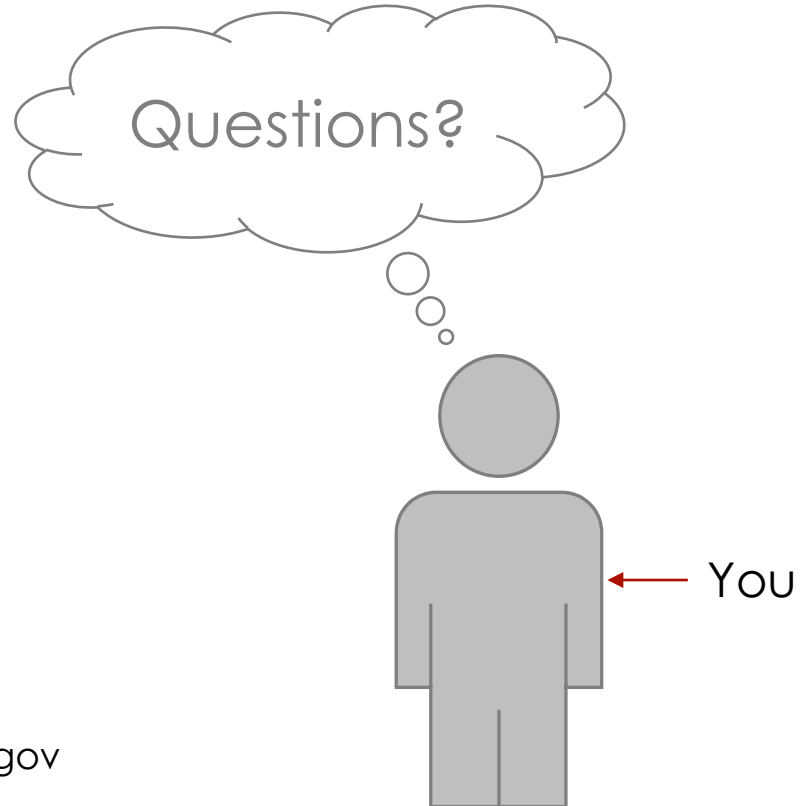
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Lisa Kiesel
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