

WIOA • Performance Accountability

Vision

Terms

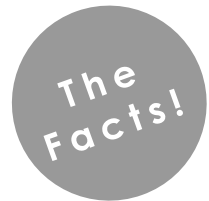
Unified State Plan

Indicators

Reporting

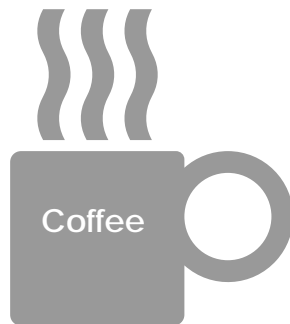
Sanctions

performance accountability



Let's break this down.

Now! →



Michigan Rehabilitation Services

Vision

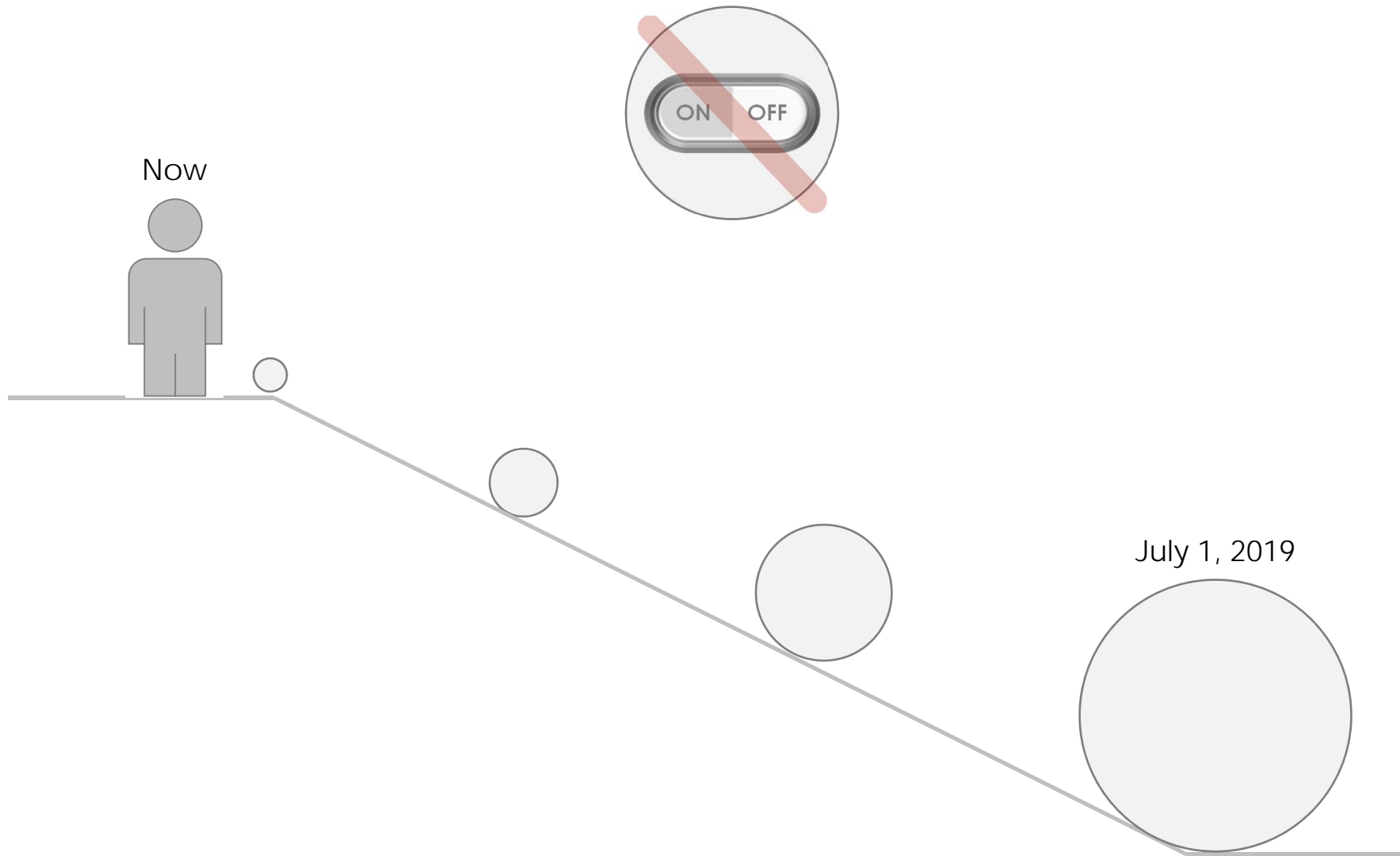
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Reporting

Sanctions



Workforce Innovation & Opportunity Act

Vision

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Sanctions

WIOA

CFR

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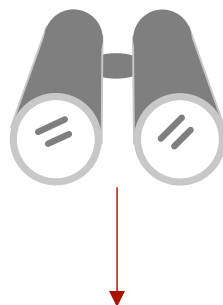
DOL

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.

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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** by 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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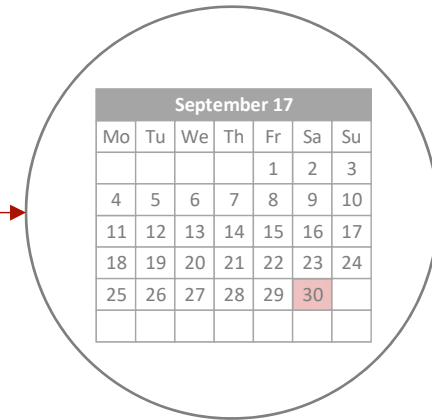
Reporting

Sanctions



Old

Oct 1 → Sept 30

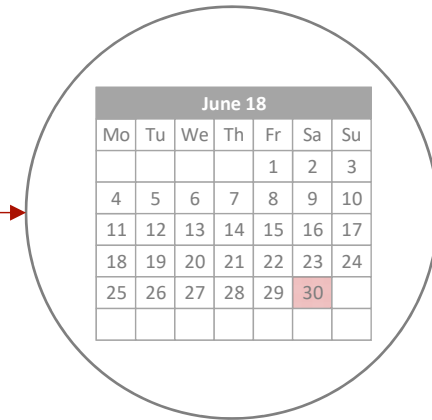


Performance Year (PY)



New

July 1 → June 30



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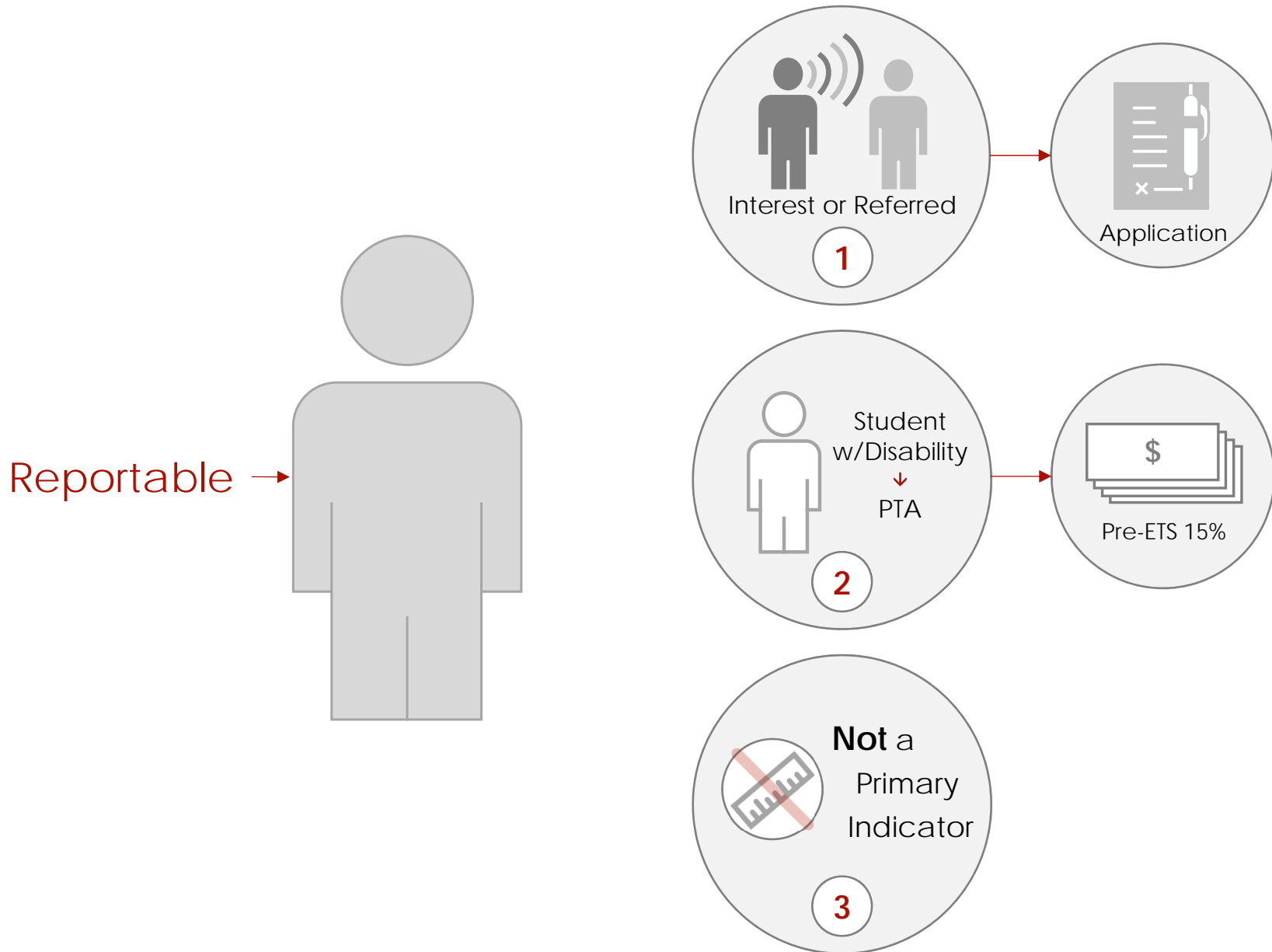
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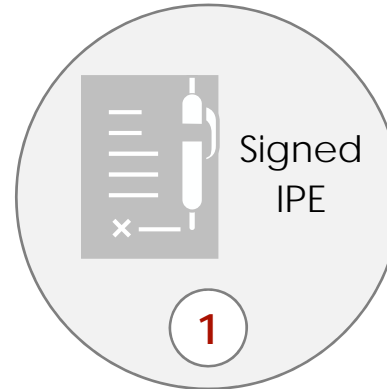
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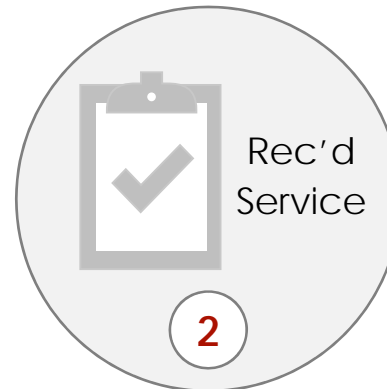
Indicators

Reporting

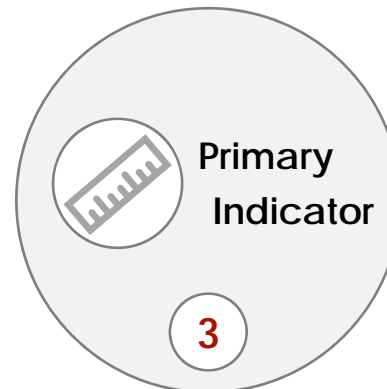
Sanctions



Participant →



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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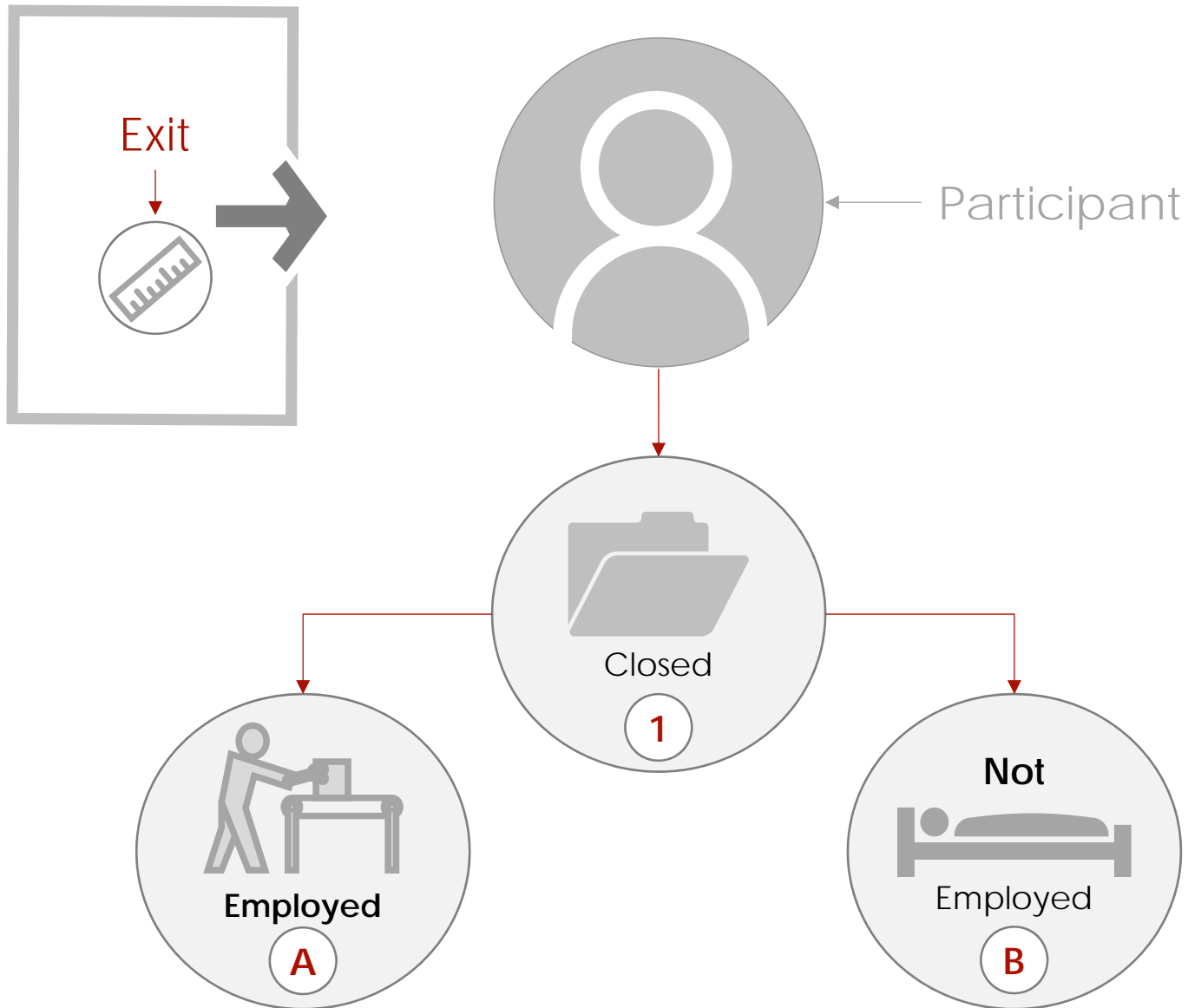
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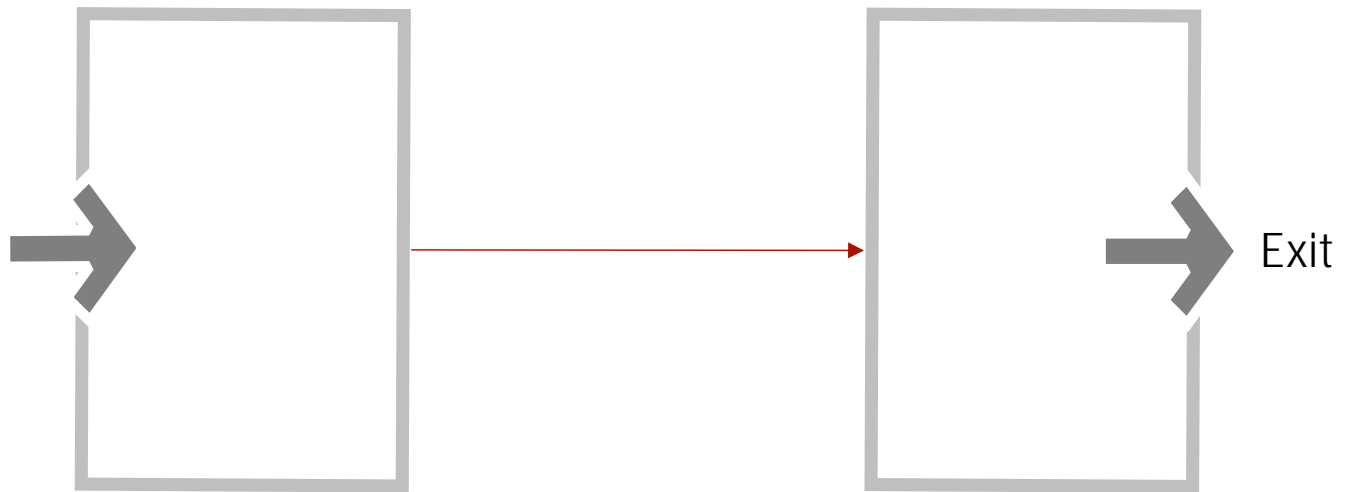


Becomes a Participant



Service

Period of Participation



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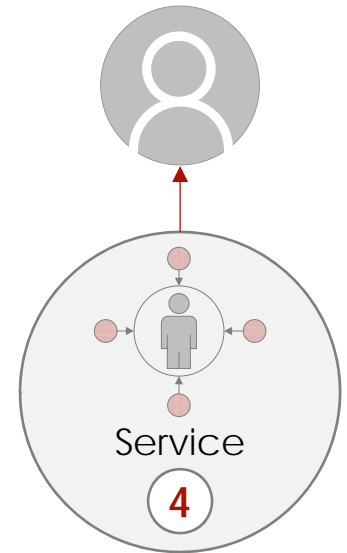
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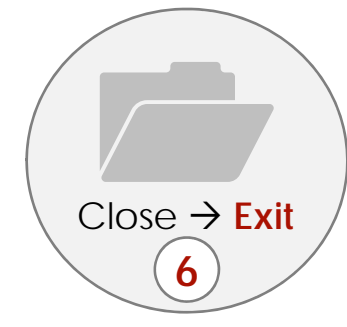
Unchanged



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				



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Unified State Plan vs Combined State Plan



Michigan

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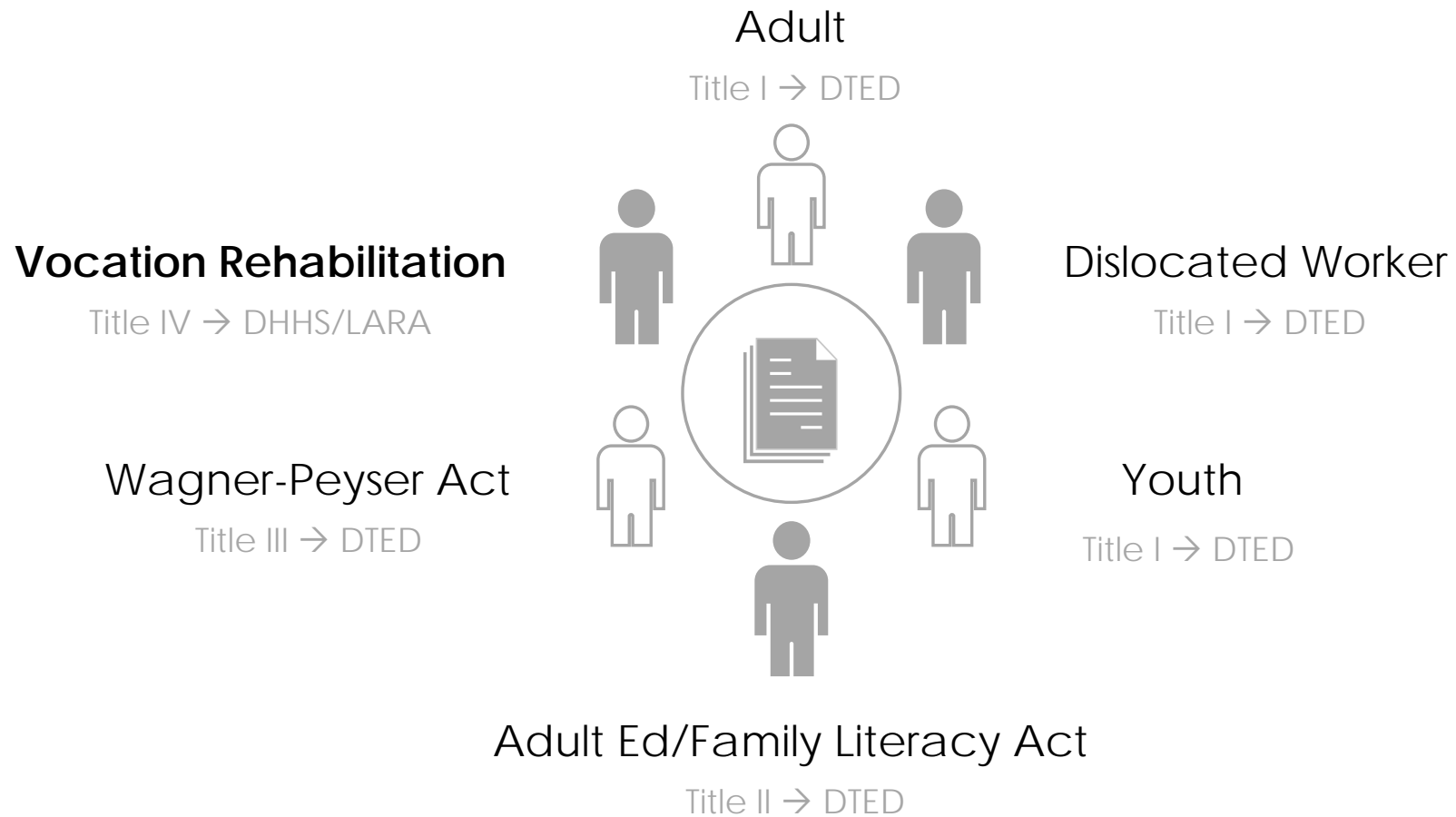
Unified State Plan

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6 Core Programs



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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/mi.pdf>

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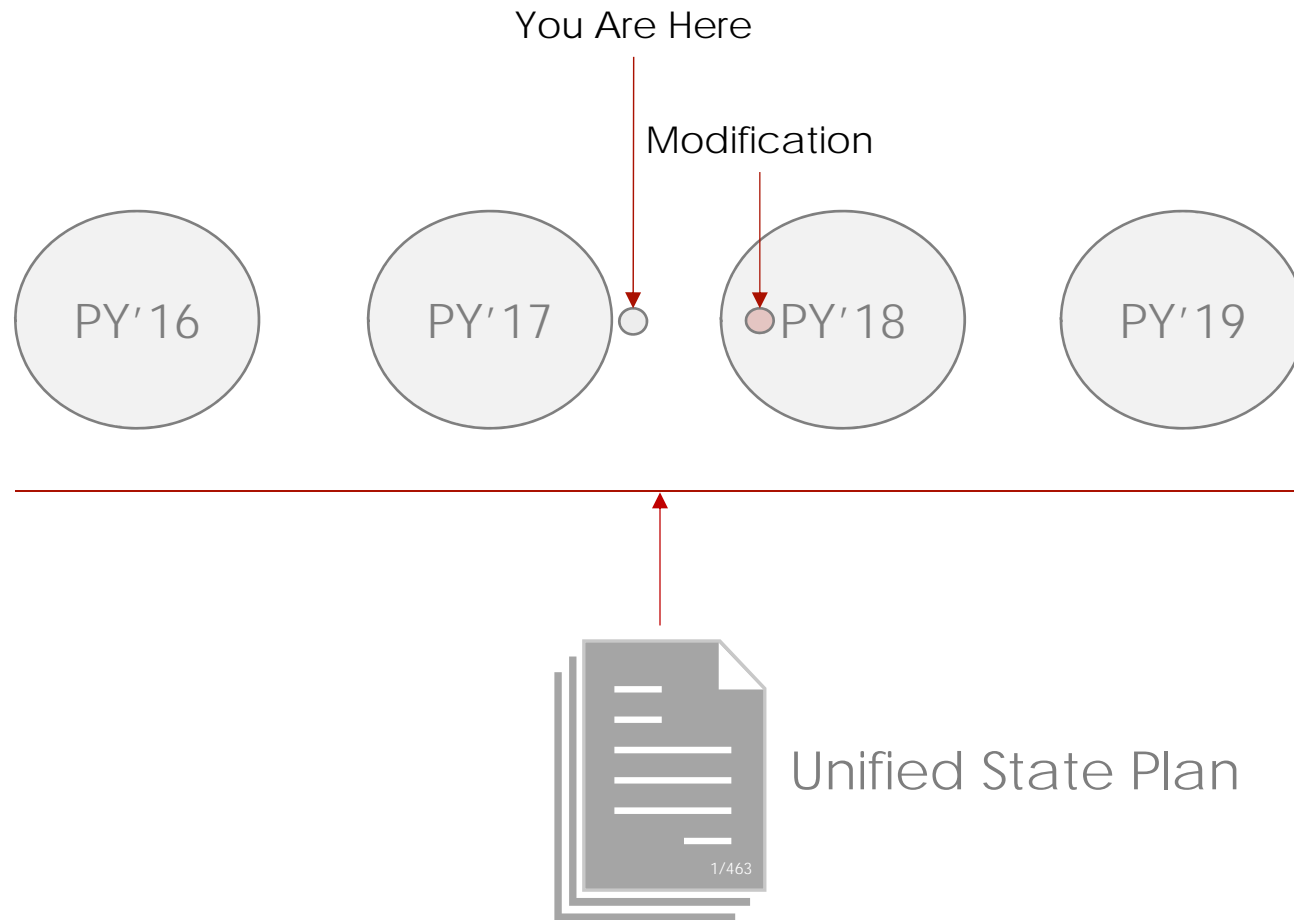
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1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 Measurable Skill Gains

6 Effectiveness in Serving Employers

Exit Based

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- 1 Employment Rate → 2nd Quarter After Exit
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Snapshot

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Sanctions



1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

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Training

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Sanctions

Trans
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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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Indicators

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



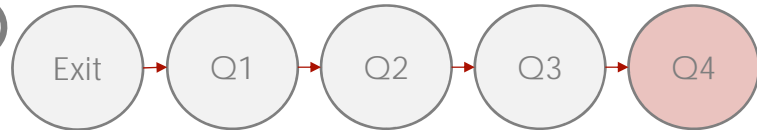
Participants



1. Signed IPE
2. Rec'd service



Unsubsidized
↓
Competitive Integrated
Employment



4th quarter after exit



Participants Employed ÷ Participants Exited

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1 Employment Rate → 2nd Quarter After Exit

2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

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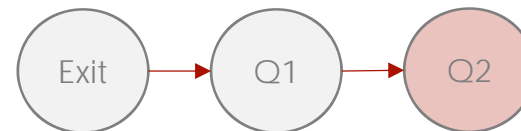
def The median earnings of **participants** who are in unsubsidized employment during the 2nd quarter after **exit**.



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

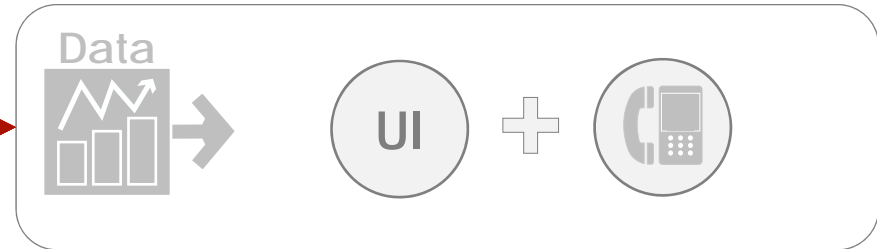
2 Employment Rate → 4th Quarter After Exit

3 Median Earnings → 2nd Quarter After Exit

4 Credential Attainment

5 Measurable Skill Gains

6 Effectiveness in Service Employers



Michigan Rehabilitation Services

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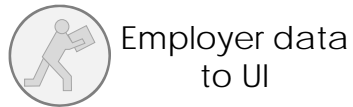
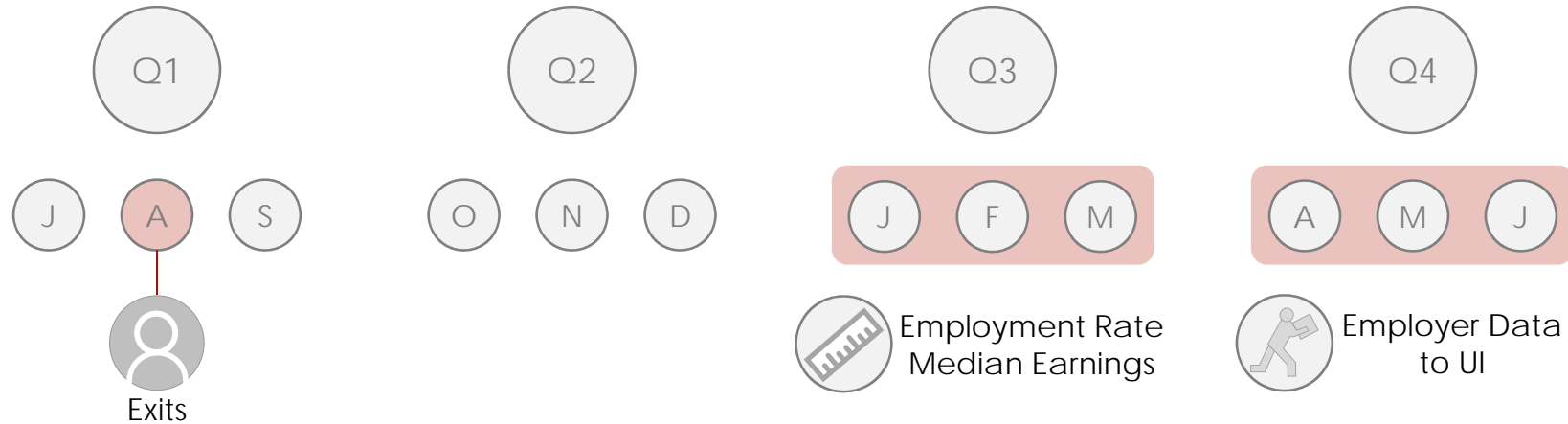
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PY 2017



PY 2018

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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

Percentage of **participants** enrolled in a 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

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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 from the program.



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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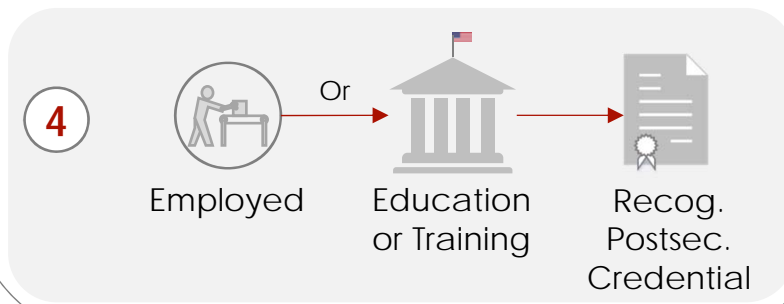
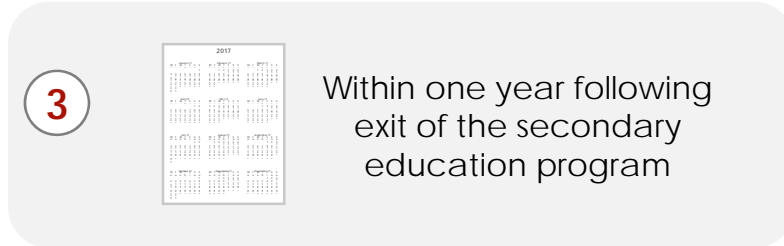
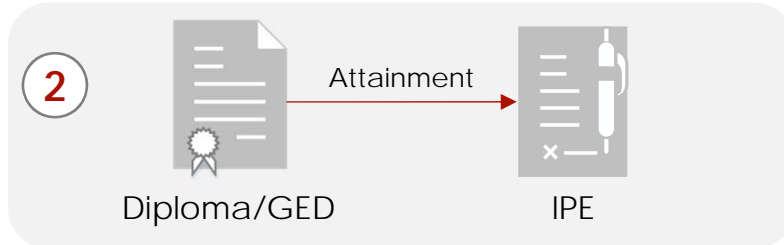
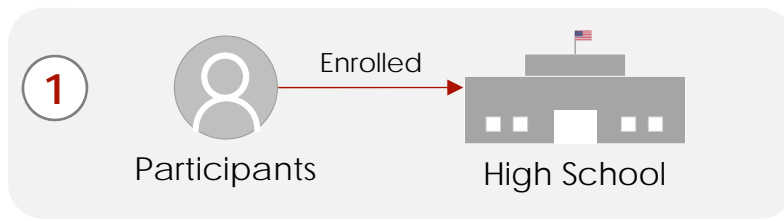
Indicators

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Sanctions

- 1 Employment Rate → 2nd Quarter After Exit
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- 4 Credential Attainment**
- 5 Measurable Skill Gains
- 6 Effectiveness in Service Employers

! Secondary School Diploma or GED



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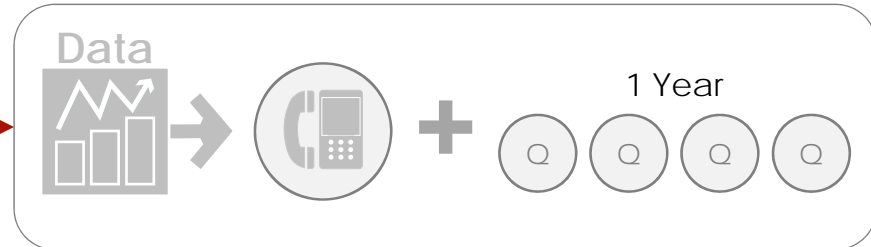
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Sanctions

- 1 Employment Rate → 2nd Quarter After Exit
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- 4 **Credential Attainment**
- 5 Measurable Skill Gains
- 6 Effectiveness in Service Employers



Additional guidance will be forthcoming on CA

Michigan Rehabilitation Services

Vision

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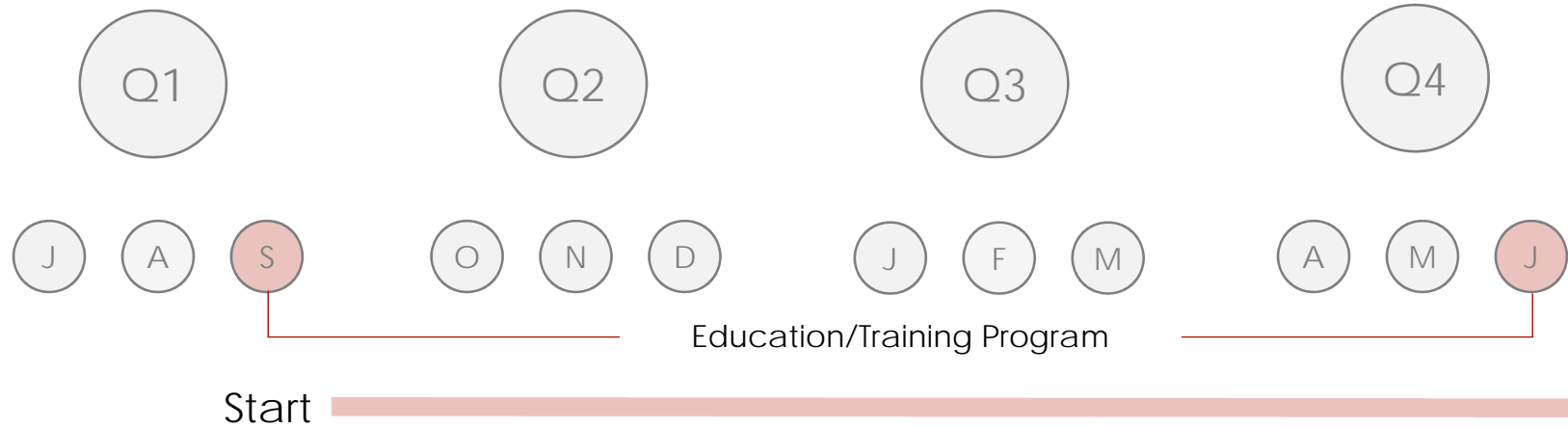
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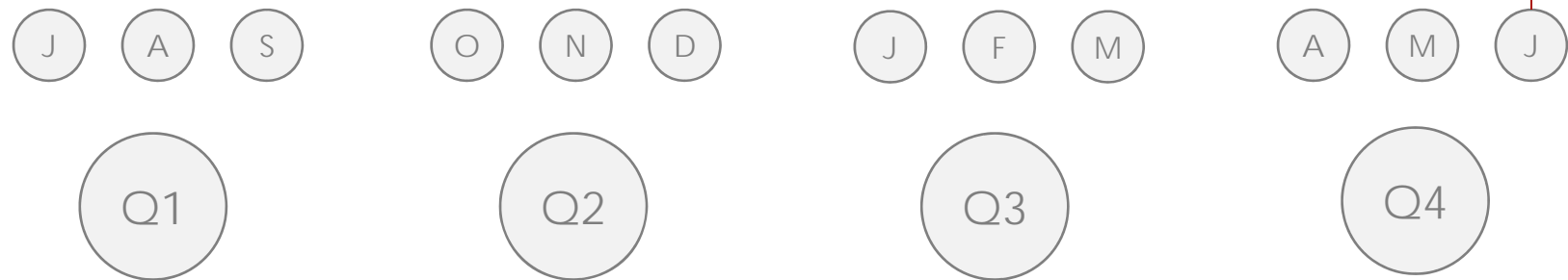
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PY 2017



End



PY 2018

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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

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4 Credential Attainment

5 **Measurable Skill Gains**

6 Effectiveness in Service Employers



Achieved
Measurable
Skills Gains

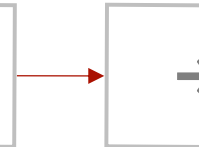
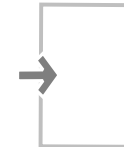


In an education or training
program that leads to
recognized sec./postsec.
credential or employment

Data



Period of Participation



Additional guidance will be
forthcoming on MSG

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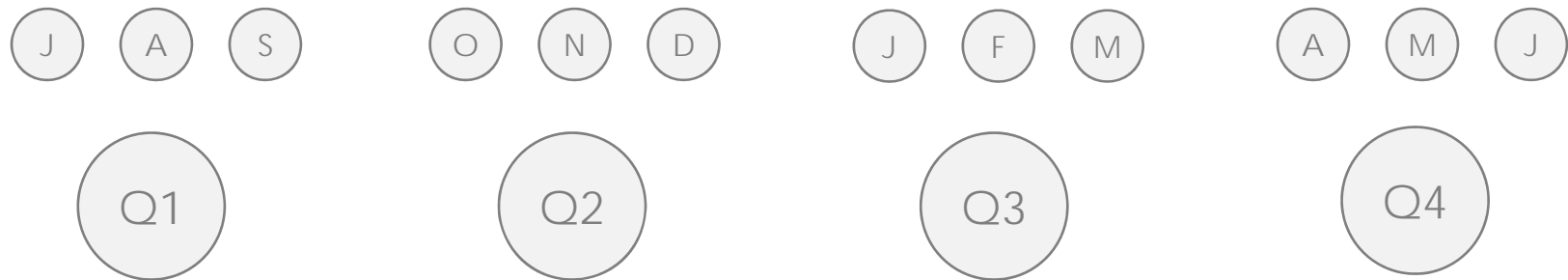
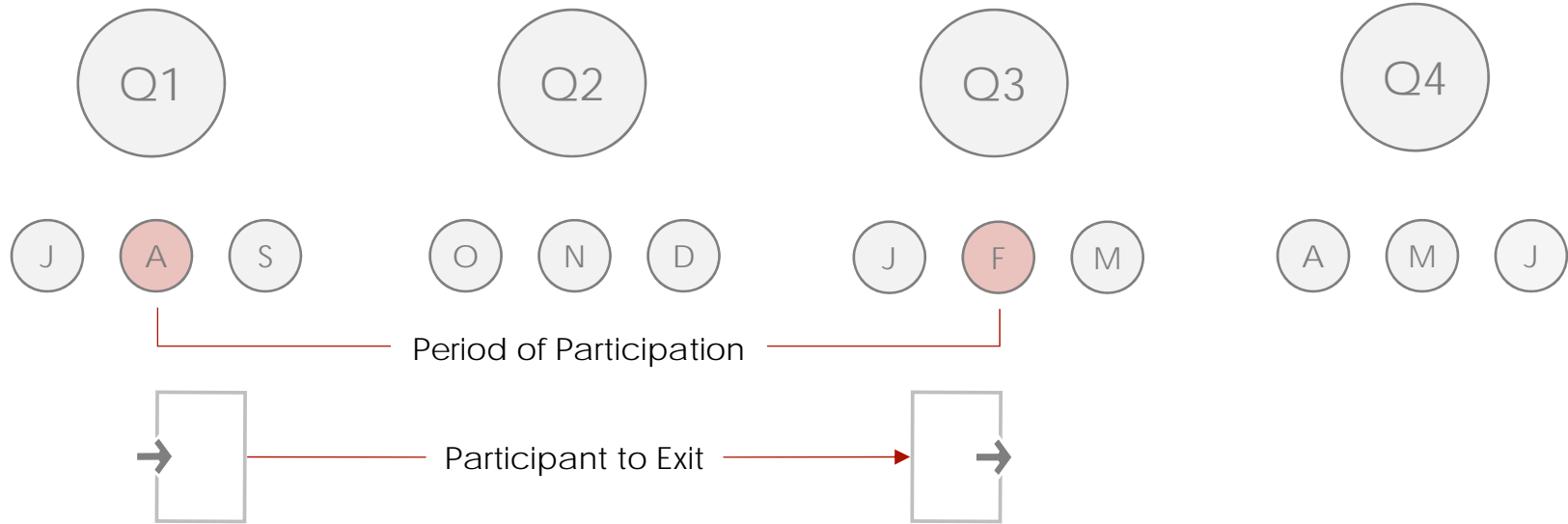
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PY 2017



PY 2018

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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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Establish

Baseline



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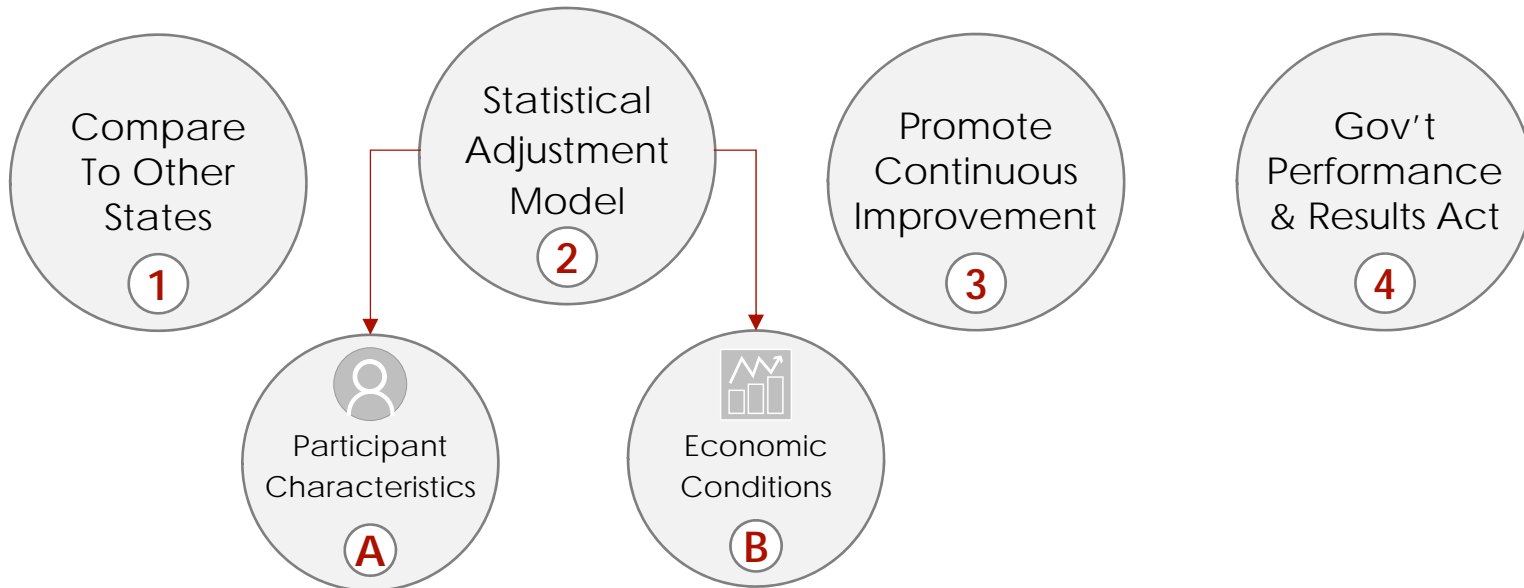
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Negotiating Performance Levels PY 2018



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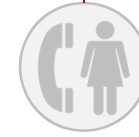
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Data Transfer?



You

UI

AWARE

RSA 911

RSA

DOE/DOL

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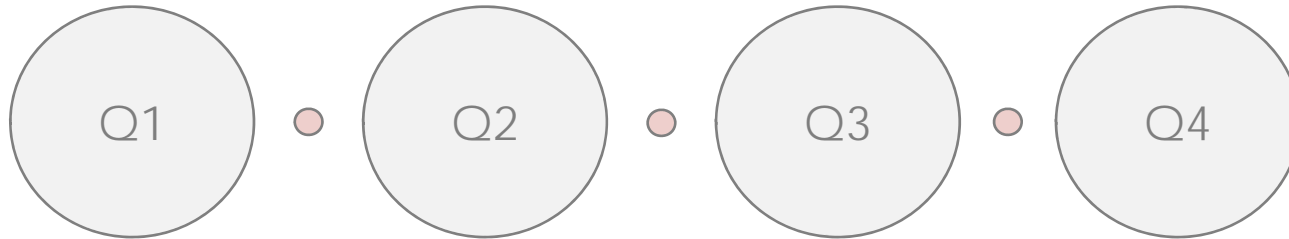
● Report Due

July → Sept

Oct → Dec

Jan → Mar

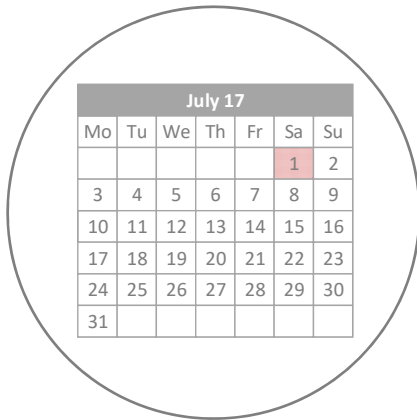
Apr → June



Quarterly Report

MRS Only → RSA

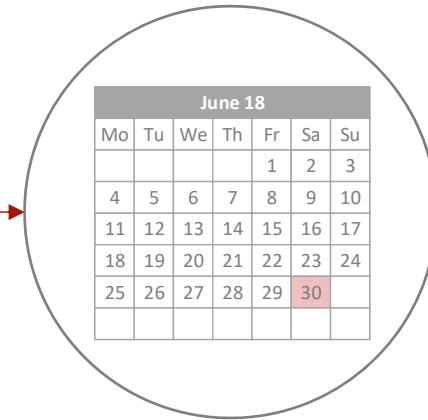
45 Days



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

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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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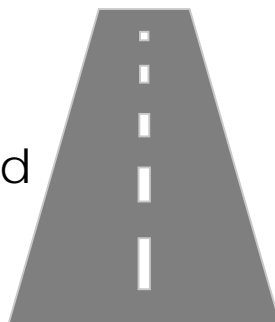
Sanctions



Failure to achieve adjusted levels of performance

2

The Road



Workforce Innovation & Opportunity Act

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