



# **WIOA Title I Performance Assessment Policy**

Overview of Current L&I  
Policy and Preview of 2025  
U.S. DOL Required Revisions





# Presentation Outline

WIOA Title I Performance Assessment Policy

Main Discussion Points:

- WIOA Performance Summary
- Policy Overview
  - ❖ Purpose, Scope, Definitions, Policy Elements
  - ❖ Attachments
- 2025 Revision Overview



# Foundational Information

## CORE PROGRAMS

- TITLE I (ADULT / DISLOCATED WORKER / YOUTH): Helps jobseeker with career counseling, job search assistance, and job training.
- TITLE II (ADULT EDUCATION): Helps adults who lack basic skills. Services assist with improving reading, writing, math, and English proficiency; attaining a high school diploma or equivalent.
- TITLE III (WAGNER-PEYSER ACT EMPLOYMENT SERVICE): Helps jobseekers, including those getting unemployment benefits. Services assist jobseekers in finding work and help employers with recruiting.
- TITLE IV (VOCATIONAL REHABILITATION): Helps individuals with disabilities maximize their employability, independence, and integration into the workplace and society.



# Foundational Information

## DATA COLLECTION AND REPORTING

- Collecting and reporting program information and data
- Commonwealth Workforce Development System
- Center for Workforce Information and Analysis



# Policy Overview

## General Information

- Name: WIOA Title I Performance Assessment Policy
- Effective Date: May 9, 2024
- Policy Owner: L&I; Bureau of Workforce Development Administration
- Policy Contact: [ra-li-bwda-policy@pa.gov](mailto:ra-li-bwda-policy@pa.gov)



# Policy Overview

## Policy Purpose

This policy establishes procedures for local workforce development boards (LWDBs), to negotiate and reach agreement with the commonwealth on Local Workforce Development Area (LWDA) levels of Workforce Innovation and Opportunity Act (WIOA) Title I programs primary indicators of performance. Included is an explanation of the criteria to be used in assessing program performance.



# Policy Overview

## Related L&I Workforce System Policies

- Pennsylvania's Workforce System of Record, Change 1
- Sanctions – Initial Implementation of the Workforce Innovation and Opportunity Act, Change 1



# Policy Elements

## Policy Definitions

- **Credential Attainment Rate**
- **Effectiveness in Serving Employers**
- **Exit from Common Measures**
- **Fourth-Quarter Employment Rate**
- **Median Earnings**
- **Measurable Skill Gains Rate**
- **Second-Quarter Employment Rate**



# Policy Elements

## General Policy Provisions

**Table 1. WIOA Title I Programs Performance Assessment Criteria**

<b>Primary Indicators</b>	<b>Adult</b>	<b>Dislocated Worker</b>	<b>Youth</b>
• Second Quarter Employment Rate	Yes	Yes	Yes
• Fourth Quarter Employment Rate	Yes	Yes	Yes
• Median Earnings	Yes	Yes	Yes
• Credential Attainment	Yes	Yes	Yes
• Measurable Skill Gains	Yes	Yes	Yes
• Effectiveness in Serving Employers	Starting in PY 2024 for all three programs		



# Policy Elements

## General Policy Provision

### Determining Successful LWDA WIOA Title I Performance Step 1: Negotiation of Performance Goals

- Established biennially
- Four types of performance goals:
  1. Expected levels of performance
  2. Estimated levels of performance
  3. Negotiated levels of performance
  4. Adjusted levels of performance



# Policy Elements

## General Policy Provisions

### Determining Successful LWDA WIOA Title I Performance Step 1: Negotiation of Performance Goals

- **Negotiation Process**
  - A. Negotiation Initiation
  - B. Evaluation Criteria
  - C. Reaching Agreement



# Policy Elements

## General Policy Provisions

### Determining Successful LWDA WIOA Title I Performance Step 2: Deriving Adjusted Levels of Performance

- Statistical Adjustment Model
- Adjusted Levels of Performance



# Policy Elements

## General Policy Provisions

### Determining Successful LWDA WIOA Title I Performance Step 3: Assessment of Performance

Three criteria (state and LWDAs) to be used annually to evaluate WIOA Title I performance.

1. Individual indicator score
2. Overall program score
3. Overall indicator score



# Policy Elements

## General Policy Provisions

### Methodology & Performance Thresholds

A local area's performance is considered unsatisfactory when any of the following occur:

1. Any of the individual indicator scores fall below 50 percent for the PY
2. Any overall program score falls below 90 percent for the PY
3. Any overall indicator score falls below 90 percent for the PY



# Policy Elements

## General Policy Provisions

### Action

Local workforce development boards must:

1. Ensure all PA CareerLink® staff understand the primary indicators of performance, local levels of performance and the operational procedures to achieve the levels of performance.
2. Negotiate local primary indicators of performance.



# Policy Elements

## General Policy Provisions

- **Attachment A:** WIOA Title I Programs Performance Accountability Assessment for Program Year 2022
- **Attachment B:** WIOA Title I Programs Performance Accountability Assessment for Program Years 2020 and 2021
- **Attachment C:** August 2022 and 2020 Public Comments and Responses
- **Attachment D:** 2024 Epilogue



# Policy 2025 Revision Overview

## Expected Revisions

- Newly released US DOL guidance July 2025
- Policy revisions “fast-tracked” / leadership review phase
- Policy Table 1 to indicate primary indicator “Effectiveness in Serving Employers” applicable to the three programs
- CWIA dashboard allows access to participant & outcome data
- Attachment renaming / removing old comments



# L&I Workforce Development Policy Website

You may find policies and guidance at:

**Website title: “Workforce Development”**

<https://www.dli.pa.gov/Businesses/Workforce-Development/Pages/default.aspx>

**Website title: “Workforce System Policy”**

<https://www.dli.pa.gov/Businesses/Workforce-Development/Pages/Pennsylvania's-Workforce-System-Directives.aspx>

**Administration Policy category includes “WIOA Title I Performance Assessment Policy”**

- Activate policy drop down arrow to view the Policy and Guidance



**Send your questions  
to our resource  
account.  
Thank you!**



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