



Federal Performance Goals for Maryland's Workforce System – Program Years 2016 & 2017

- TO:** Local Workforce Development Area (LWDA) directors;
Local Workforce Development Area Board Chairs;
DLLR Division of Workforce Development and Adult Learning (DWDAL) staff; Local Administrators of WIOA Title II Adult Education provider programs; DORS Regional Directors and Supervisors staff;
Department of Human Resources staff;
Departments of Social Services staff
- FROM:** Maryland Department of Labor, Licensing and Regulation (DLLR);
Maryland State Department of Education, Division of Rehabilitation Services (DORS);
Maryland Department of Human Resources (DHR)
- SUBJECT:** Federal Performance Goals for Maryland's Workforce System – Program Years 2016 & 2017: WIOA Title 1 (Adult, Dislocated Worker, and Youth), WIOA Title II Adult Education, WIOA Title III Wagner-Peyser Act, WIOA Title IV Vocational Rehabilitation Activities, Temporary Assistance for Needy Families, Trade Adjustment Assistance Act, and Jobs for Veterans State Grant Program
- PURPOSE:** To increase awareness of the federal performance measures and goals for the key programs the State administers as part of the Maryland WIOA (Workforce Innovation and Opportunity Act) system.
- ACTION:** The following entities will ensure all employees are aware of and receive copies of this policy: Local Workforce Development Area directors; American Job Center labor exchange administrators; DWDAL central office managers; Local administrators of WIOA Title II Adult Education provider programs; DORS Director of Administration and Finance, Director of Field Services, and Regional Directors; Local Departments of Social Services Directors; Child Support Enforcement Administration; Family Investment Administration; Social Services Administration. WIOA policies are available [on the DLLR website](#).
- EXPIRATION:** June 30, 2018
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GENERAL INFORMATION

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014, and went into effect July 1, 2015. WIOA supersedes the Workforce Investment Act of 1998 (WIA) and amends the Adult Education and Family Literacy Act, the Wagner Peyser Act, and the Rehabilitation Act of 1973. To help both businesses and job seekers meet their needs, the workforce system established under WIOA is integrated by design. WIOA envisions connecting business with job seekers, through meaningful partnership among workforce, education, human services, and economic development entities which ensure optimum results and leveraging of resources. The law addresses the needs of job seekers through establishing a workforce system that helps them access employment, education, training and support services to succeed in the labor market. Through American Job Centers (AJC), WIOA works to address employer needs by matching them to the skilled workers they need to compete in the global economy.

The following chart identifies each of Maryland's WIOA programs. As described in Maryland's WIOA Combined State Plan, Governor Hogan has directed the Department of Labor, Licensing and Regulation (DLLR), the Department of Human Resources (DHR), and the Maryland State Department of Education (MSDE), in coordination with the Governor's Workforce Development Board (GWDB), to play leadership roles in the implementation of the Workforce Innovation and Opportunity Act. The inclusion of the programs identified below, in combination, is meant to ensure that Maryland effectively leverages its existing resources to deliver outstanding customer service to workers and businesses that are vital to Maryland's economic growth and prosperity.

WIOA State Plan Program	Core WIOA Program as determined by law	Additional WIOA Program as determined by the Governor	MD State Agency Responsible for Oversight
Adult Program	•		DLLR
Dislocated Workforce Program	•		DLLR
Youth Program	•		DLLR
Wagner-Peyser Act Program	•		DLLR
Adult Education & Family Literacy Act Program	•		DLLR
Vocational Rehabilitation Program	•		MSDE
Temporary Assistance for Needy Families Program		•	DHR
Trade Adjustment Assistance for Workers Program (Trade)		•	DLLR
Jobs for Veterans State Grant Program		•	DLLR
Reintegration of Ex-Offenders Program		•	N/A ¹

¹ No entity currently carries out the functions of the Reintegration of Ex-Offenders Program, as set forth in Section 212 of the Second Chance Act of 2007 in Maryland. However, Maryland recognizes that the ex-offender population is a priority population and, as such, plans to incorporate any non-profit entity, who receives Section 212 grant funds from the USDOL, within the next 4 years into the Maryland State WIOA Plan to ensure effective integration and service delivery.

PERFORMANCE ACCOUNTABILITY INDICATORS

WIOA provides a historic opportunity to align performance-related definitions, streamline performance indicators, integrate reporting, and ensure comparable data collection and reporting across all six core programs, while also implementing program-specific requirements related to data collection and reporting. Maryland continues to recognize the importance of performance accountability metrics to accurately assess the WIOA system's overall effectiveness. Therefore, DLLR, DHR and MSDE-DORS are committed to exploring the establishment of cross-cutting measures that focus on the quality of customer service for jobseekers and businesses, which could potentially supplement the WIOA measures specified by law.

Section 116 of WIOA establishes common performance accountability indicators and performance reporting requirements to assess the effectiveness of States and Local Workforce Development Areas in achieving positive outcomes for individuals served by the workforce development system's six core programs. Maryland's Temporary Assistance for Needy Families (TANF) program, administered by DHR and the Local Departments of Social Services, adheres to different performance measures, which are discussed on page 6.

Maryland encourages its local providers of WIOA services to use a "systems approach" and, therefore, participants who would benefit from co-enrollment in multiple WIOA programs should be co-enrolled accordingly. It is important to note that, with co-enrollment, data must be tracked on participants for each of the program's he or she is enrolled in for purposes of performance accountability. This means, for example, that outcomes for an individual who is enrolled in TANF and WIOA Title I services will be tracked for both programs.

COMMON MEASURES FOR CORE WIOA PROGRAMS, TRADE, & JVSG

WIOA standardizes performance requirements across core programs. The Trade Program and Jobs for Veterans State Grant Program (JVSG) are also held to the WIOA performance indicators.

For the WIOA Title I Adult & Dislocated Worker Programs, Title II Adult Education and Literacy programs, Title III Wagner Peyser Employment Services, Title IV Vocational Rehabilitation, the Trade Program, and the JVSG Program, the primary indicators of performance are as follows:

- Employment rate 2nd quarter after exit;
- Employment rate 4th quarter after exit;
- Median earnings 2nd quarter after exit;
- Credential Attainment Rate (excludes Title III Employment Services);
- Measurable Skills Gains (excludes Title III Employment Services); and,
- Effectiveness in Serving Employers.

For the WIOA Title I Youth program, the primary indicators of performance are as follows:

- Youth education and employment rate 2nd quarter after exit;
- Youth education and employment rate 4th quarter after exit;
- Median earnings 2nd quarter after exit;
- Credential Attainment Rate;
- Measurable Skills Gains; and,
- Effectiveness in Serving Employers.

It is important to note that Effectiveness in Serving Employers is a measurement for the whole Maryland WIOA system and is not measured by individual program.

These programs now report participant level data, including information on individuals' services and outcomes, via a new federal platform, the WIOA Participant Individual Record Layout (PIRL). The PIRL provides the reporting layout for core programs under WIOA.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES

The U.S. Department of Health and Human Services assesses state TANF performance based on the Work Participation Rate (WPR) performance indicator. Under the WPR, states must engage TANF work eligible individuals in federally approved, "countable" work activities for a specific number of hours per week. By statute, the target WPR is 50 percent.

Maryland DHR will continue to focus on the primary federal TANF performance measure of 50 percent for WPR. However, in an effort to align with Maryland's workforce programs, DHR is committed to determining how it can also track data on TANF recipients for the first three common measures: employment, retention, and median wages, in addition to WPR. Until that time, WPR is the only federal measure for TANF performance accountability.

TRADE PROGRAM

The Trade Program's performance reporting requirements are in transition, such that USDOL currently assesses Maryland's Trade Program performance through both: (1) the Trade Act Participant Report (TAPR), which has been used for reporting historically; and (2) the WIOA PIRL.

All participants who exited Trade on or before September 30, 2016 will continue to be reported in TAPR. This reporting on participants via the TAPR will continue through December 31, 2018. All participants who have not exited Trade by September 30, 2016, in addition to new Trade program participants after September 30, 2016, will also be reported on the PIRL.

Trade performance data are made available to the public based on industry, state, and national aggregates through a search feature on the TAA website located at www.doleta.gov/tradeact, which provides an unprecedented level of transparency on TAA participation.

JOBS FOR VETERANS STATE GRANT PROGRAM

The State's Jobs for Veterans State Grant (JVSG) Program is evaluated by USDOL Veterans' Employment and Training (VETS) on a number of measures, which seek to address the experiences of eligible Veterans and spouses with significant barriers to employment. The WIOA core program indicators and reporting requirements now also apply to the JVSG program. Maryland anticipates that additional USDOL VETS guidance is forthcoming on JVSG performance measure.

PERFORMANCE GOALS FOR WIOA CORE PROGRAMS

The implementation of WIOA common performance accountability requirements has varied across titles of the core WIOA programs, including Trade and JVSG due to variations in federal agency oversight, policy guidance, and related requirements. For example, whereas DLLR negotiated Title I and Title III goals with the USDOL for most common measures, MSDE-DORS did not negotiate any measures at all with the U.S. Department of Education, since all measures are new for that Title and “baseline” data will be collected.

Baseline indicators are indicators for which the State did not need to propose an expected level of performance in the State Plan for Program Year (PY) 2016 or PY 2017 and, therefore, did not need to come to agreement with the federal Departments on negotiated levels of performance. Baseline indicators will not be used in the end of year performance calculations and will not be used to determine failure to achieve adjusted levels of performance.

When negotiating performance goals with the State, the USDOL used:

1. Historical data, including annual WIA performance information (PY 2007-2014) and recent quarterly performance results to support projected performance and service populations, and economic factors;
2. The statistical adjustment model;²
3. Continuous improvement;³ and
4. Government Performance and Results Act goals.

USDOL Training and Employment Guidance Letter (TEGL) 10-16, “[Performance Accountability Guidance for WIOA Title I, Title II, Title III and Title IV Core Programs](#),” provides great detail and addresses the following elements, all of which are critical to reporting on common measures for core WIOA programs:

- Methodology for calculating the six primary indicators of performance for the core programs;
- Definitions of: (1) reportable individual; (2) participant; (3) exit; and, (4) period of participation; and,
- Guidance related to the indicator of performance score calculation.

All staff are strongly encouraged to review TEGL 10-16 to fully understand how the six WIOA common performance measures are calculated.

PY 2016 & 2017 STATE PERFORMANCE GOALS

For PY 2016 & 2017, Maryland’s overall performance goals for the State are provided in the following chart. For Title I & III, DLLR negotiated these performance goals with the USDOL in August 2016.

It is important to note that beginning with the end of PY 2017, at the end of each program year, USDOL will annually adjust the negotiated levels of performance using a statistical adjustment model, which will factor in data on the economic conditions of the State and the populations served by the program(s) during that particular year.

² The regression model is based on the differences among States in actual economic conditions (including, among other factors, differences in unemployment rates and job losses or gains in particular industries); and the characteristics of participants, such as indicators of poor work history, lack of work experience, lack of educational or occupational skills attainment, dislocation from high-wage and high-benefit employment, low levels of literacy or English proficiency, disability status, homelessness, ex-offender status, and welfare dependency

³ Continuous improvement may reflect an increase in the level of performance, a change in service strategy and delivery, or a change in the customers served.

PY 2016 & 2017 State Performance Goals for WIOA Core Programs		
Maryland WIOA Core Program		Performance Goal
WIOA Title I Adult Program		
	Employment Rate 2 nd Quarter After Exit	72%
	Employment Rate 4 th Quarter After Exit	70%
	Median Earnings 2 nd Quarter After Exit	\$6,500
	Credential Attainment Rate	57%
	Measurable Skills Gain	Baseline
WIOA Title I Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	75%
	Median Earnings 2 nd Quarter After Exit	\$7,800
	Credential Attainment Rate	55%
	Measurable Skills Gain	Baseline
WIOA I Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Median Earnings 2 nd Quarter After Exit	Baseline
	Credential Attainment Rate	60%
	Measurable Skills Gain	Baseline
WIOA Title II Adult Education		
	Employment Rate 2 nd Quarter After Exit	Baseline
	Employment Rate 4 th Quarter After Exit	Baseline
	Median Earnings 2 nd Quarter After Exit	Baseline
	Credential Attainment Rate	Baseline
	Measurable Skills Gain	36% in PY 16; 37% in PY 17
WIOA Title III Wagner-Peyser		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$5,000
	Credential Attainment Rate	N/A
	Measurable Skills Gain	N/A
WIOA Title IV Vocational Rehabilitation		
	Employment Rate 2 nd Quarter After Exit	Baseline
	Employment Rate 4 th Quarter After Exit	Baseline
	Median Earnings 2 nd Quarter After Exit	Baseline
	Credential Attainment Rate	Baseline
	Measurable Skills Gain	Baseline
WIOA System (excluding TANF-only)		
	Effectiveness in Serving Employers	Baseline

LOCALLY NEGOTIATED GOALS FOR PY 2016 & PY 2017

WIOA TITLES I & III

In September 2016, the Governor's Workforce Development Board and DLLR negotiated WIOA performance goals with each Local Workforce Development Area for WIOA Title I Adult, Dislocated Worker, and Youth programs and WIOA Title III Wagner Peyser Employment Services. The following charts provide these locally negotiated performance measures for each of Maryland's 12 Local Workforce Development Areas.⁴

Anne Arundel County

Anne Arundel County Performance Goals for PY 2016 and 2017	
Maryland Program	PY 2016 and 2017 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	72%
Employment Rate 4 th Quarter After Exit	70%
Median Earnings 2 nd Quarter After Exit	\$7,000
Credential Attainment Rate	57%
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	79%
Employment Rate 4 th Quarter After Exit	75%
Median Earnings 2 nd Quarter After Exit	\$8,100
Credential Attainment Rate	55%
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	60%
Education and Employment Rate 4 th Quarter After Exit	60%
Credential Attainment Rate	70%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	55%
Employment Rate 4 th Quarter After Exit	55%
Median Earnings 2 nd Quarter After Exit	\$5,800

Baltimore City

Baltimore City Performance Goals for PY 2016 and 2017	
Maryland Program	PY 2016 and 2017 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	72%
Employment Rate 4 th Quarter After Exit	70%
Median Earnings 2 nd Quarter After Exit	\$5,000
Credential Attainment Rate	55%
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	68%

⁴ PY 2016 & PY 2017 indicators with baseline measures are not included in the local area charts.

	Employment Rate 4 th Quarter After Exit	68%
	Median Earnings 2 nd Quarter After Exit	\$6,500
	Credential Attainment Rate	55%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	65%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment Rate	67%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$4,000

Baltimore County

Baltimore County		
Performance Goals for PY 2016 and 2017		
Maryland Program		PY 2016 and 2017 Performance Goal
WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	75%
	Employment Rate 4 th Quarter After Exit	73%
	Median Earnings 2 nd Quarter After Exit	\$9,000
	Credential Attainment Rate	57%
WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	75%
	Median Earnings 2 nd Quarter After Exit	\$8,000
	Credential Attainment Rate	55%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment Rate	60%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$5,000

Frederick County

Frederick County Performance Goals for PY 2016 and 2017		
Maryland Program		PY 2016 and 2017 Performance Goal
WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	72%
	Employment Rate 4 th Quarter After Exit	72%
	Median Earnings 2 nd Quarter After Exit	\$6,800
	Credential Attainment Rate	57%

WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	75%
	Median Earnings 2 nd Quarter After Exit	\$8,000
	Credential Attainment Rate	55%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment Rate	65%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$6,000

Lower Shore (Wicomico, Worcester & Somerset Counties)

Lower Shore Performance Goals for PY 2016 and 2017		
Maryland Program		PY 2016 and 2017 Performance Goal
WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	72%
	Employment Rate 4 th Quarter After Exit	70%
	Median Earnings 2 nd Quarter After Exit	\$5,000
	Credential Attainment Rate	57%
WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	75%
	Median Earnings 2 nd Quarter After Exit	\$5,000
	Credential Attainment Rate	55%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment Rate	60%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$4,500

Mid-Maryland (Howard and Carroll Counties)

Mid-Maryland Performance Goals for PY 2016 and 2017		
Maryland Program		PY 2016 and 2017 Performance Goal
WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	72%
	Employment Rate 4 th Quarter After Exit	70%
	Median Earnings 2 nd Quarter After Exit	\$5,000

	Credential Attainment Rate	60%
WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	75%
	Median Earnings 2 nd Quarter After Exit	\$8,500
	Credential Attainment Rate	66%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment Rate	60%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$6,400

Montgomery County

Montgomery County Performance Goals for PY 2016 and 2017		
Maryland Program		PY 2016 and 2017 Performance Goal
WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	70%
	Median Earnings 2 nd Quarter After Exit	\$8,000
	Credential Attainment Rate	72%
WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	85%
	Employment Rate 4 th Quarter After Exit	80%
	Median Earnings 2 nd Quarter After Exit	\$10,000
	Credential Attainment Rate	71%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment Rate	60%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$6,500

Prince George's County

Prince George's County Performance Goals for PY 2016 and 2017		
Maryland Program		PY 2016 and 2017 Performance Goal
WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	72%
	Employment Rate 4 th Quarter After Exit	70%

	Median Earnings 2 nd Quarter After Exit	\$6,500
	Credential Attainment Rate	57%
WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	75%
	Median Earnings 2 nd Quarter After Exit	\$9,000
	Credential Attainment Rate	55%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment Rate	70%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$5,500

Southern Maryland (Charles, Calvert & St. Mary's Counties)

Southern Maryland Performance Goals for PY 2016 and 2017		
Maryland Program		PY 2016 and 2017 Performance Goal
WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	82%
	Employment Rate 4 th Quarter After Exit	82%
	Median Earnings 2 nd Quarter After Exit	\$6,000
	Credential Attainment Rate	57%
WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	85%
	Employment Rate 4 th Quarter After Exit	85%
	Median Earnings 2 nd Quarter After Exit	\$6,000
	Credential Attainment Rate	55%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment within 4 Quarters After Exit	60%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$5,400

Susquehanna (Harford & Cecil Counties)

Susquehanna Performance Goals for PY 2016 and 2017		
Maryland Program		PY 2016 and 2017 Performance Goal
WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	72%

	Employment Rate 4 th Quarter After Exit	70%
	Median Earnings 2 nd Quarter After Exit	\$7,200
	Credential Attainment Rate	53%
WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	80%
	Employment Rate 4 th Quarter After Exit	75%
	Median Earnings 2 nd Quarter After Exit	\$7,800
	Credential Attainment Rate	55%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	60%
	Education and Employment Rate 4 th Quarter After Exit	60%
	Credential Attainment Rate	57%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$5,000

Upper Shore (Kent, Queen Anne's, Talbot, Caroline & Dorchester Counties)

Upper Shore Performance Goals for PY 2016 and 2017	
Maryland Program	PY 2016 and 2017 Performance Goal
WIOA Adult Program	
Employment Rate 2 nd Quarter After Exit	72%
Employment Rate 4 th Quarter After Exit	70%
Median Earnings 2 nd Quarter After Exit	\$5,000
Credential Attainment Rate	57%
WIOA Dislocated Worker Program	
Employment Rate 2 nd Quarter After Exit	80%
Employment Rate 4 th Quarter After Exit	75%
Median Earnings 2 nd Quarter After Exit	\$6,500
Credential Attainment Rate	55%
WIOA Youth Program	
Education and Employment Rate 2 nd Quarter After Exit	62%
Education and Employment Rate 4 th Quarter After Exit	60%
Credential Attainment Rate	60%
Wagner-Peyser Act Activities	
Employment Rate 2 nd Quarter After Exit	55%
Employment Rate 4 th Quarter After Exit	55%
Median Earnings 2 nd Quarter After Exit	\$4,300

Western Maryland (Garrett, Allegany & Washington Counties)

Western Maryland Performance Goals for PY 2016 and 2017	
Maryland Program	PY 2016 and 2017 Performance Goal

WIOA Adult Program		
	Employment Rate 2 nd Quarter After Exit	75%
	Employment Rate 4 th Quarter After Exit	75%
	Median Earnings 2 nd Quarter After Exit	\$6,500
	Credential Attainment Rate	73%
WIOA Dislocated Worker Program		
	Employment Rate 2 nd Quarter After Exit	81%
	Employment Rate 4 th Quarter After Exit	78%
	Median Earnings 2 nd Quarter After Exit	\$7,500
	Credential Attainment Rate	63%
WIOA Youth Program		
	Education and Employment Rate 2 nd Quarter After Exit	68%
	Education and Employment Rate 4 th Quarter After Exit	64%
	Credential Attainment Rate	70%
Wagner-Peyser Act Activities		
	Employment Rate 2 nd Quarter After Exit	55%
	Employment Rate 4 th Quarter After Exit	55%
	Median Earnings 2 nd Quarter After Exit	\$4,500

RENEGOTIATION OF GOALS FOR WIOA TITLES I & III

During PY 2016 Quarter 4, Local Workforce Development Areas will have the option to renegotiate their Title I and III program goals for PY 2017 using the three quarters of available WIOA data. The process for renegotiation will be based on the statistical adjustment model and most recent economic conditions of the Local Workforce Development Area (i.e. a large corporation laying off several 100 individuals).

Data for PY 2016 Quarter 3 will become available on May 14, 2017. Once DLLR and the Local Workforce Development Areas have received these data points, Local Workforce Development Areas have until **June 15, 2017** to request the opportunity to renegotiate the previously negotiated performance indicators.

Renegotiation requests must be made by email to the following email address: dlwdalWIOA-dllr@maryland.gov. When requesting a renegotiation, the Local Workforce Development Area must include all necessary data. DLLR will verify the data provided and meet internally to determine if renegotiation is appropriate. By August 1, 2017, DLLR will notify all Local Workforce Development Areas who request renegotiation, by email, of whether the request is approved or denied. If denied, DLLR will inform the Local Workforce Development Area of the reason(s) that the request was not approved.

WIOA TITLE II

The performance of each WIOA Title II Local Adult Education Service Provider must contribute to the State meeting its levels of performance that have been negotiated with the United States Department of Education. Accordingly, each grantee must improve program performance on a yearly basis.

In general, DLLR negotiates performance goals annually with each Local Adult Education Service Provider individually. However, Title II providers are not required to negotiate federal performance goals during a competitive application year. Since PY 2017 is a competitive application year, Title II providers will be advised by DLLR of the local negotiation procedures in a timely manner.

REGIONALLY NEGOTIATED GOALS FOR PY 2016 & PY 2017

Maryland has designated five WIOA regions:

- **Eastern Shore Region**- The Eastern Shore region is comprised of two Local Workforce Development Areas: Upper Shore and Lower Shore.
- **Capital Region** - The Capital region includes three Local Workforce Development Areas: Prince George's, Montgomery, and Frederick. All three are located along the Washington, D.C. corridor.
- **Central Region** - The Central region is comprised of five Local Workforce Development Areas: Anne Arundel, Mid-Maryland, Baltimore County, Baltimore City, and Susquehanna.
- **Southern Region** - The Southern region is comprised of Calvert, Saint Mary's, and Charles Counties. (NOTE: This region is also a Local Workforce Development Area; as such, its performance measures are listed on page 13).
- **Western Region** – The Western region is comprised of Garrett, Allegany, and Washington counties. (NOTE: This region is also a Local Area; as such, its performance measures are listed on pages 14-15).

As required by DLLR and the GWDB, the Eastern Shore, Capital and Central Regions all submitted WIOA Regional Workforce Plans for review on or before March 31, 2017.

Per USDOL guidance, States were given discretion in whether to negotiate performance for each local workforce development area or for the region as a whole. For PY 2016 and PY 2017, Maryland chose to negotiate by local area only.

REFERENCES

LAW

- [WIOA Sections 116 and 503](#) (Public Law 113-128; 128 Stat. 1425);
- [Personal Responsibility and Work Opportunity Act](#), dated August 22, 1996 (Public Law 104-193);
- [Government Performance and Results Act \(GPRA\) of 1993](#) (Public Law 103-62; 107 Stat. 285).

REGULATION

- 20 Code of Federal Regulations (CFR) Part 652, [Establishment and Functioning of State Employment Services](#), dated August 11, 2000.

FEDERAL GUIDANCE

- TEGL 21-16, [Third Workforce Innovation and Opportunity Act \(WIOA\) Title I Youth Formula Program Guidance](#), dated March 2, 2017;
- TEGL 19-16, [Guidance on Services provided through the Adult and Dislocated Worker Programs under the Workforce Innovation and Opportunity Act \(WIOA\) and the Wagner-Peyser Act Employment Service \(ES\), as amended by title III of WIOA, and for Implementation of the WIOA Final Rules](#), dated March 1, 2017;
- TEGL 10-16, [Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III and Title IV Core Programs](#), dated December 19, 2016;
- TAC 17-01, [Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III and Title IV Core Programs](#), dated December 19, 2016;
- Program Memorandum OCTAE 17-2, [Performance Accountability Guidance for Workforce Innovation and Opportunity Act \(WIOA\) Title I, Title II, Title III and Title IV Core Programs](#), dated December 19, 2016;
- TEN 21-16, [Workforce Innovation and Opportunity Act \(WIOA\) Regional and Local Planning and Local Board Responsibilities Questions and Answers \(Q&A\)](#), dated December 5, 2016;
- TEN 08-16, [Implementation of an Integrated Performance Reporting System for Multiple Employment and Training Administration \(ETA\) and Veterans' Employment and Training Service \(VETS\) Administered Programs](#), dated August 24, 2016.
- TEGL 7-16, [Data Matching to Facilitate WIOA Performance Reporting](#), dated August 23, 2016.
- [Program Year 2016 Performance Goal](#), dated August 23, 2016;
- TEGL 26-15, [Negotiating Performance Goals for the Workforce Innovation and Opportunity Act \(WIOA\) Title I Programs and the Wagner-Peyser Employment Service as amended by Title III, for Program Year \(PY\) 2016 and PY 2017](#), dated June 29, 2016;
- TEGL 14-15, [Workforce Innovation and Opportunity Act \(WIOA\) Requirements for Unified and Codified Plans](#), dated March 4, 2016;
- [Required Elements for Submission of the Unified or Combined State Plan and Plan Modifications under the Workforce Innovation and Opportunity Act](#) (OMB No. 1205-0522);
- TEGL 8-15, [Second Title 1 WIOA Youth Program Transition Guide](#), dated November 17, 2015;