

Understanding Performance at an Individual and
Systems Level
Workforce Innovation and Opportunity Act (WIOA)
(PL 113-128)

Data Collection Challenges and Opportunities: Workforce Innovation and Opportunity Act

Presenter
Michael Morris
Burton Blatt Institute
National Disability Institute

WIOA PL 113-128

- Supersedes the Workforce Investment Act of 1998
- Amends the Rehabilitation Act of 1973
- Reaffirms the role of the customer focused one-stop delivery system as the cornerstone of the workforce development system

Purpose of WIOA

- Support opportunities for job seekers with and without disabilities to advance employment, career pathways, and economic self-sufficiency
- Support the alignment of workforce investment, education, and economic development systems to coordinate resources and service delivery to the benefit of employers and job seekers

Purpose of WIOA (cont.)

- Enhance productivity and competitiveness of the nation
- Increase employment, retention, and earnings of participants and post-secondary credential attainment

Integrated Approach to Service Delivery and Performance

- Coordination of four core programs:
 - Adults Education and Family Literacy (Dept. of Education)
 - Wagner-Peyser Employment Services (Dept. of Labor)
 - Vocational Rehabilitation (Dept. of Education)
 - Adults, Dislocated Worker and Youth Programs (Dept. of Labor)

Integrated Approach (cont.)

- Unified and Combined State Plans
- Common Performance Measures
- One Stop Delivery System

Primary State Indicators of Performance Adults

- Percentage of participants who are in unsubsidized employment during the second quarter after exit from the program
- Percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program
- Median earnings during second quarter after exit from the program

Primary State Indicators of Performance Adults (cont.)

- Percentage of participants who obtained a recognized post-secondary credential or a secondary school diploma
- Percentage of participants who during the program year are in an education or training program that leads to a post-secondary credential or employment
- Effectiveness in serving employees

Primary State Indicators of Performance

Youth

- Percentage of participants who are in education or training activities, or in unsubsidized employment, during the second quarter after exit from the program
- Percentage of participants in education or training activities, or in unsubsidized employment, during the fourth quarter after exit from the program

Primary State Indicators of Performance Youth (cont.)

- Median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program
- The percentage of participants who obtained a recognized post-secondary credential or a secondary school diploma, or its recognized equivalent, during participation or up to 1 year after exit

Information for State Performance Reports

- Information on the performance levels achieved for the primary indicators for Adults and Youth performance must include “disaggregated levels for individuals with barriers to employment including individuals with disabilities”

Challenge of WIOA Individual Level

- No guidance for identification of program participants with disabilities
- Result in undercounting of participation and inability to compare results across states and local areas

Affordable Care Act Mandate

- US Department of Health and Human Services, Office of Minority Health developed standard criteria for collecting data on people with disabilities from a functional perspective.

Affordable Care Act Mandate (cont.)

- Six Questions:

1. Difficulty hearing
2. Difficulty seeing
3. Difficulty walking and climbing stairs
4. Difficulty remembering or making decisions due to physical, mental, or emotional condition
5. Difficulty dressing or bathing
6. Difficulty visiting a doctor's office or shopping due to physical, mental, or emotional condition

Challenge of WIOA Systems Level

- Access and meaningful participation across systems
- What are the measures to evaluate the strength and effectiveness of collaboration
- What data would be collected and reported

Possible Indicators

- Number of individuals with disabilities co-enrolled in VR and Title I WIOA and what percent of total
- Data sharing agreements among multiple systems
- IPEs including braided or blended funding
- Can we tie the intervention to performance outcomes

Relationships

- Structure
- Technology
- Accommodations
- Measures
- Reports
- Process for Continuous Quality Improvement

Conclusion

“What gets measured gets done”

Pete Drucker

Not There Yet

- Common questions to identify people with disability
- Common measures to identify strength and effectiveness of collaboration
- Common measures to evaluate effective employer engagement and employer as a customer
- Common measures to evaluate strength and effectiveness of program accessibility

Resources

www.LEADCenter.org

LEAD Center Policy Brief: Summary of Major Policies Included in Titles I and IV of the Workforce Innovation and Opportunity Act
http://www.leadcenter.org/system/files/resource/downloadable%20version/WIOA_POLICY_BRIEF_10.22.14.pdf

Eight Actions You Can Consider to Support Youth and Adults with Disabilities in WIOA Implementation
<http://www.leadcenter.org/blog/eight-actions-you-can-consider-support-youth-and-adults-disabilities-wioa-implementation>

Resources (cont.)

Workforce3One

An e-learning, knowledge sharing webspace that offers workforce professionals, employers, economic development, and education professionals a dynamic network featuring innovative workforce solutions at <https://www.workforce3one.org/>