

Continuous Improvement Performance Initiative

Technical Assistance for Local Workforce Development Boards

Jan. 21, 2021



- Focus on core services aligned with strategic direction
- Accurate, timely data using existing sources
- Consistent with WIOA primary indicators of performance
- Easy to understand, implement and track
- Focus is on improvement and collaboration

- Employment Rate 1st Quarter After Exit
- Participant Training Rate
- Business Penetration

- Measures percentage of WIOA and Wagner-Peyser participants* who exited the system and had certified wages in the first quarter after exit
 - **Numerator:** Participants who exited during the period being measured and had certified wages, reported by the Department of Revenue, in the first quarter after exit.
 - **Denominator:** Participants who exited during the period being measured.
- Additional credit for placing persons with barriers to employment

* *Excludes participants served through time-limited special initiative grants that do not include local formula funds (e.g., apprenticeship grants).*



- Measures percentage of WIOA participants* who received training services
 - **Numerator:** Participants who are in training or have completed training during the period being measured.
 - **Denominator:** Participants served during the period being measured.
- Additional credit for placing persons with barriers to employment

** Excludes participants served through time-limited special initiative grants that do not include local formula funds (e.g., apprenticeship grants).*

- Measures *number of business establishments* that received a staff-assisted, high-value service
 - **Count:** The number of business establishments that were provided a staff-assisted, high-value service by the local workforce development board during the period being measured.
- Additional credit for *staff-assisted, high-value services* to business establishments in up to five industry sectors* identified in your current local WIOA plan.

* At two-digit NAICS code level.

- Employment Rate 1st Quarter After Exit / Participant Training Rate
 - Receive .20 (or one-fifth of a point) for each [barrier to employment](#) identified in Employ Florida for the participants* in the numerator.
- Business Penetration Rate
 - Receive .30 (or approximately one-third of a point) for each [staff-assisted, high-value service](#) provided to business establishments in up to five board-selected targeted [industry sectors](#)**.

* *Excludes participants served through time-limited special initiative grants that do not include local formula funds (e.g., apprenticeship grants).*

** *AT the two-digit NAICS code level.*



- Employ Florida is the sole data source for this initiative.
- Improvement target for all local boards:

**10% for each metric quarterly,
compared to same quarter in the previous year**

- Considers local workforce development board historical and current performance
- Based on baseline metric performance (without additional credit) from the previous year

Metric Outcomes Table

- The **Baseline** is the core metric (without additional credit) from the same quarter in the previous year. In this case, the Employment Rate from a year ago.
- The **Improvement Target** is the 10% we discussed earlier, and the **Performance Target** is the desired outcome for each quarter.

Quarterly Year-Over-Year Goal

Current-Year Performance ³

	Applied to Current-Year Employment Rate + Additional Credit			Current-Year Performance ³				Target Met?
	Employment Rate Baseline	Improvement Target	Performance Target	Employment Rate	Improvement without Additional Credit	Employment Rate + Additional Credit	Improvement with Additional Credit	
Qtr 1 (July 1, 2019-Sept. 30, 2019)	55.45%	10%	60.99%	68.65%	23.81%	79.82%	43.95%	<input checked="" type="checkbox"/>
Qtr 2 (Oct. 1, 2019-Dec. 31, 2019)	64.68%	10%	71.15%	61.36%	-5.14%	71.93%	11.21%	<input checked="" type="checkbox"/>
Qtr 3 (Jan. 1, 2020-March 31, 2020)	67.32%	10%	74.06%	63.11%	-6.27%	72.28%	7.36%	<input type="checkbox"/>
Qtr 4 (April 1, 2020-Jun 30, 2020)	68.35%	10%	75.18%	0.00%	0.00%	0.00%	0.00%	<input type="checkbox"/>

Metric Outcomes Table

- The second section shows the **core metric (without additional credit)** and the **YOY quarterly improvement** as compared to the **Baseline** (the core metric from the same quarter in the previous year).

	Quarterly Year-Over-Year Goal			Current-Year Performance ³				Target Met?
	Employment Rate Baseline	Applied to Current-Year Employment Rate + Additional Credit		Employment Rate	Improvement without Additional Credit	Employment Rate + Additional Credit	Improvement with Additional Credit	
		Improvement Target	Performance Target					
Qtr 1 (July 1, 2019-Sept. 30, 2019)	55.45%	10%	60.99%	68.65%	23.81%	79.82%	43.95%	<input checked="" type="checkbox"/>
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Metric Outcomes Table

- Local workforce development board performance is evaluated by comparing the **baseline metric** (performance without additional credit from the same quarter in the previous year) to current-year **performance including additional credit**.

Quarterly Year-Over-Year Goal

Current-Year Performance ³

	Quarterly Year-Over-Year Goal			Current-Year Performance ³				Target Met?
	Employment Rate Baseline	Applied to Current-Year Employment Rate + Additional Credit		Employment Rate	Improvement without Additional Credit	Employment Rate + Additional Credit	Improvement with Additional Credit	
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- Performance awards available for each metric for which the target is met each quarter – 12 total opportunities per year
- Performance awards based on formula funding percentage by local workforce development board

<https://performance.careersourceflorida.com/CIP>

Thank you!

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