



Local Workforce Development Board Letter Grades PY 2023-2024 Methodology

Developed by the Governor's Office of Reimagining Education and Career Help (REACH), the criteria for the letter grades are, in part, based on local board performance on accountability measures and return on investment, per s. 14.36, Florida Statutes. As required by the REACH Act, the majority of the grade is based on the improvement by each local workforce development board in the long-term self-sufficiency of participants through outcome measures such as reduction in long-term public assistance and the percentage of participants whose wages were higher after program completion compared to wages before participation in a program.

Targets

In consultation with CareerSource Florida and the Florida Department of Economic Opportunity, the REACH Office sets the targets for each metric using past performance data to test the letter grades methodology and the results are analyzed by the interagency workgroup. Adjustments are made as needed to ensure fair, attainable goals with room for continuous improvement.

Metrics

Florida's letter grades for local workforce development boards include seven core metrics and one extra credit metric focused on employment services, training services, business services, and economic self-sufficiency. The metrics were developed with these [Guiding Principles](#) in collaboration with an interagency workgroup and feedback from local workforce development boards.

In the spirit of continuous improvement, these metrics are tracked and analyzed on a continuous basis and may be adjusted to reflect evolving economic conditions and state priorities.

PY 2023-2024 Core Metrics & Extra Credit

Metric	Weight
<p>1. Participants With Increased Earnings</p> <p>The percentage of participants who earned more in the second quarter after exit than before their participation with the local workforce development board.</p> <ul style="list-style-type: none"> • Numerator: The number of exiters from the denominator with higher earnings two quarters after exiting the program than in the earliest of the two quarters prior to participation. • Denominator: The number of distinct exiters from WIOA* (Adult and Dislocated Worker) and Wagner-Peyser programs included in the local workforce development board's federal Employment Rate – 2nd Quarter After Exit metric during the previous program year. <p>Category: Employment and Training Services, Self-Sufficiency Target: 50% Data Source: ETA 9173 Program Performance Reports</p> <p><small>* Includes WIOA-funded grants.</small></p>	.25

Metric	Weight
<p>2. Reduction in Public Assistance</p> <p>The percentage of exiters who received Supplemental Nutrition Assistance Program (SNAP) or Temporary Assistance for Needy Families (TANF) benefits during their active participation with the local workforce development board but were no longer receiving SNAP or TANF benefits in the fourth quarter after exit.</p> <ul style="list-style-type: none"> • Numerator: The number of individuals from the denominator who were no longer receiving SNAP or TANF benefits in the fourth quarter after exiting the workforce development program. • Denominator: The number of exiters from WIOA* (Adult, Dislocated Worker and Youth), Wagner-Peyser, SNAP Employment and Training (SNAP E&T), and Welfare Transition programs who received SNAP or TANF cash assistance at any time during their participation with the local workforce development board. <p>Category: Employment and Training Services, Self-Sufficiency Target: 50% Data Source: Employ Florida, One-Stop Service Tracking (OSST) and DCF Recipient Data * Includes WIOA-funded grants.</p>	.25
<p>3. Employment and Training Outcomes</p> <p>Comprises the existing 18 federal accountability measures for local workforce development boards within the WIOA Primary Indicators of Performance (Employment Rate – 2nd Quarter After Exit, Employment Rate – 4th Quarter After Exit, Median Earnings – 2nd Quarter After Exit, Credential Attainment, and Measurable Skill Gains) for Adult, Dislocated Workers, Youth and Wagner-Peyser programs.</p> <ul style="list-style-type: none"> • Numerator: The number of federal metrics from the denominator for which the local workforce development board reached at least 90% of its negotiated target. • Denominator: The number of federal WIOA Primary Indicators of Performance metrics in the current program year for WIOA (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs. <p>Category: Employment and Training Services Target: 100% Data Source: ETA 9173 Program Performance Reports</p>	.20
<p>4. Participants in Work-Related Training</p> <p>The percentage of all job seekers who received work-related training including occupational skills training, on-the-job training and other work-based learning models, registered apprenticeships, and customized training for employers.</p> <ul style="list-style-type: none"> • Numerator: The number of participants from the denominator who received work-related training services. • Denominator: The number of participants served in the current program year by a local workforce development board within the following programs: SNAP E&T, Welfare Transition, WIOA* (Adult, Dislocated Worker and Youth), National Dislocated Worker Grant, Wagner-Peyser and Trade Adjustment Assistance (TAA). <p>Category: Training Services Target: 25% Data Source: ETA 9173 Program Performance Reports, One-Stop Service Tracking (OSST) Cohort Used: July 2021-June 2022 * Includes WIOA-funded grants.</p>	.10

Metric	Weight
<p>5. Continued Repeat Business</p> <p>Percentage of business establishments served in prior three years that continued to be served in the current program year.</p> <ul style="list-style-type: none"> • Numerator: The number of employer worksites from the denominator that received a core business service in the current program year. • Denominator: The number of employer worksites that received a core business service from the local workforce development board in the previous three program years. <p>Category: Business Services Target: 35% Data Source: Employ Florida</p>	.05
<p>6. Year-Over-Year Business Penetration</p> <p>The percentage point difference in the number of business establishments served in the current program year compared to the prior year. Each local workforce development board is assigned a percentage as the percent target met based on the year-over-year business penetration rate difference, as follows:</p> <ul style="list-style-type: none"> • $\geq 4 = 100\%$ • $2 \text{ to } < 4 = 90\%$ • $0 \text{ to } < 2 = 80\%$ • $-2 \text{ to } < 0 = 70\%$ • $-4 \text{ to } < -2 = 60\%$ • $-6 \text{ to } < -4 = 40\%$ • $-8 \text{ to } < -6 = 20\%$ • $< -8 = 0\%$ <p>Local workforce development boards achieving greater than 90% overall business penetration will not be penalized for maintaining year-over-year comparable business penetration.</p> <p>Annual Business Penetration Calculation:</p> <ul style="list-style-type: none"> • Numerator: The number of employer worksites from the denominator that received a core business service from the local workforce development board during the program year. • Denominator: The number of active employer worksites in Employ Florida for each local workforce development board during the program year. <p>Category: Business Services Target: 100% Data Source: Employ Florida</p>	.05
<p>7. Completion-to-Funding Ratio</p> <p>Compares a local workforce development board's share of statewide WIOA and Wagner-Peyser exiters with the local workforce development board's share of statewide funding allocations.</p> <ul style="list-style-type: none"> • Numerator: The percentage of distinct exiters from WIOA* (Adult, Dislocated Worker and Youth) and Wagner-Peyser programs. • Denominator: The percentage of the local workforce development board's share of statewide WIOA*, Supplemental WIOA Dislocated Worker, Wagner-Peyser, Reemployment Services and Eligibility Assessment (RESEA), and Veteran annual funding allocation for the current program year. <p>Category: Employment and Training Services Target: 100% Data Source: DEO Finance and Accounting, ETA 9173 Program Performance Reports</p> <p>* Includes WIOA-funded grants.</p>	.10
Total Weight: 1.00	

Metric	Weight
<p>Extra Credit: Serving Individuals in SNAP, TANF, Adult Education, Blind Services or Vocational Rehabilitation</p> <p>Local workforce development boards can earn up to an additional five percentage points for serving individuals on SNAP or TANF or those in Adult Education, Blind Services, or Vocational Rehabilitation programs. This extra credit metric is calculated as follows:</p> <ul style="list-style-type: none"> • Numerator: The number of individuals from the denominator who received SNAP or TANF benefits, received services from Vocational Rehabilitation or Blind Services, or were enrolled in Adult General Education programs during their participation period. Individuals who received SNAP or TANF services AND Adult Education, Blind Services, or Vocational Rehabilitation services will be weighted with a value of 1.5 in the numerator. • Denominator: The number of distinct participants served in the current program year by a local workforce development board within the following programs: SNAP E&T, Welfare Transition, WIOA (Adult, Dislocated Worker and Youth) and Wagner-Peyser. <p>Extra credit points will be awarded as follows:</p> <ul style="list-style-type: none"> • $\geq 55\%$ = 5 points • 51% to $< 55\%$ = 4 points • 49% to $< 51\%$ = 3 points • 47% to $< 49\%$ = 2 points • 45% to $< 47\%$ = 1 point <p>Category: Employment and Training Services, Self-Sufficiency Data Source: ETA 9173 Program Performance Reports, OSST, DCF Recipient Data, Florida Education Training Placement Information Program</p>	Up to .05

Metric Calculations

As data becomes available, each metric is calculated as follows:

1. A rate is calculated using the metric's numerator and denominator.
 - *Reminder: In the extra credit metric, individuals who received SNAP or TANF services AND Adult Education, Blind Services, or Vocational Rehabilitation services are weighted with a value of 1.5 in the numerator.*
2. The percentage of the target met is then calculated by dividing the rate by the metric's target and then capping it at 100 percent.
3. The percentage of the target met is then multiplied by the metric's weight to get the weighted performance.

The result of each step is rounded to the hundredth decimal place.

CALCULATION EXAMPLE

- ❶ $600 \text{ (numerator)} / 2,200 \text{ (denominator)} = 27.27\% \text{ (rate)}$
- ❷ $27.27\% \text{ (rate)} / .25 \text{ (25\% target)} = 109.08\%$
109.08% is then capped at 100% (percentage of target met)
- ❸ $100\% \text{ (percentage of target met)} \times .10 \text{ (weight)} =$
10.00% (weighted performance)

Grade Determination

Once each metric is calculated, the weighted performance (see #3 in the example above) are summed for a final score that translates into a letter grade based on the following scale:

A+:	≥ 97
A:	93 to < 97
A-:	90 to < 93
B+:	87 to < 90
B:	83 to < 87
B-:	80 to < 83
C+:	77 to < 80
C:	73 to < 77
C-:	70 to < 73
D:	60 to < 70
F:	< 60