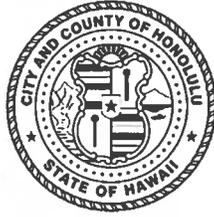


OAHU WORKFORCE DEVELOPMENT BOARD  
**CITY AND COUNTY OF HONOLULU**

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July 1, 2025

**OAHU WORKFORCE DEVELOPMENT BOARD  
WORKFORCE INNOVATION AND OPPORTUNITY ACT  
POLICY #34-25**

**SUBJECT:** 2025 PROGRAM NEGOTIATED LEVELS OF PERFORMANCE

**PURPOSE:**

To provide the City and County of Honolulu service providers with negotiations, performance accountability, and sanctions requirements for Workforce Innovation and Opportunity Act (WIOA) Title I Adult, Dislocated Worker, and Youth Programs.

**BACKGROUND:**

Section 116 of WIOA outlines the purpose of performance accountability, which is to establish performance accountability measures that apply across the core programs to assess the effectiveness of the State and Local Areas in achieving positive outcomes for individuals served by WIOA programs. The performance accountability system is crucial in evaluating the effectiveness of programs to ensure that individuals served acquire the skills necessary to succeed in today's economy.

The performance indicators under WIOA include new employment outcomes, such as earnings and effectiveness in serving employers, as well as educational measures for credential attainment and measurable skill gains. While WIA allowed eligible States to receive incentive awards for exceeding their adjusted levels of performance in Title I and Title II, WIOA eliminates the incentives provision and instead applies sanctions for States that fail to meet their performance targets.

**POLICY:**

The Oahu Workforce Development Board has determined the performance levels for PY25 for the City and County of Honolulu.

**ADULT:**

Employment Rate 2<sup>nd</sup> Quarter after Exit: 83%

Employment Rate 4<sup>th</sup> Quarter after Exit: 83%  
Median Earnings 2<sup>nd</sup> Quarter after Exit: \$8,700  
Credential Attainment: 75%  
Measurable Skills Gain 85%

**DISLOCATED WORKER:**

Employment Rate 2<sup>nd</sup> Quarter after Exit: 83%  
Employment Rate 4<sup>th</sup> Quarter after Exit: 83%  
Median Earnings 2<sup>nd</sup> Quarter after Exit: \$11,700  
Credential Attainment: 85%  
Measurable Skills Gain 85%

**YOUTH:**

Education and Employment Rate 2<sup>nd</sup> Quarter after Exit: 77%  
Education and Employment Rate 4<sup>th</sup> Quarter after Exit: 83%  
Median Earnings 2<sup>nd</sup> Quarter after Exit: \$5,650  
Credential Attainment: 80%  
Measurable Skills Gain 85%

**ACTION:**

This policy is effective immediately and remains in effect until such time that amendments to this policy are made or a new policy is issued.

**INQUIRIES:**

For inquiries regarding this policy, please get in touch with Harrison Kuranishi, Executive Director of the Oahu Workforce Development Board, at 808-768-7790 or [h.kuranishi@honolulu.gov](mailto:h.kuranishi@honolulu.gov).



**Harrison Kuranishi**  
**Executive Director**